



**SEEK Limited ACN 080 075 314**

## **Risk Management Policy**

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### **Introduction**

Effective risk management is central to the continued growth of sustainable shareholder value for the SEEK Group (SEEK Ltd and its subsidiaries). Shareholder value is in fact driven by SEEK taking considered risks. SEEK defines risk as “the effect of uncertainty on the Group’s objectives”. SEEK assesses risk by identifying potential events and evaluating the combination of the consequences of an event and the associated likelihood of occurrence.

For SEEK the management of risk is a continual process and an integral part of the management and corporate governance of the business.

### **Policy Objectives & Outcomes**

The Board determines the Group’s tolerance for risk after taking into account the Group’s strategic objectives and other factors including regulatory and legal requirements, shareholder expectations, the Group’s financial position and organisational culture.

SEEK’s approach to risk management is to identify and minimise the potential for loss, whilst also maximising strategic opportunities for growth.

### **Risk Management Process**

The Board, through the Audit and Risk Management Committee (A&RMC) is responsible for ensuring there are adequate procedures in place in relation to risk management, compliance and internal control systems.

SEEK has adopted a group wide risk management framework based upon the principles contained in *AS/NZS ISO 31000:2009 Risk Management – Principles and guidelines* and consistent with the ASX Corporate Governance Council’s *Corporate Governance Principles and Recommendations* (Principle 7). The framework is managed by the Chief Financial Officer in liaison with the Group Risk & Assurance Manager and business departments, and endorsed by the Board on the recommendation of the Chief Financial Officer, Chief Executive Officer and A&RMC.

The risk management framework includes a risk assessment process to identify, analyse, evaluate and treat material business risks in the following areas:

- Financial
- Reputation

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- Technological
  - Legal & Regulatory
  - Strategic/Operational
  - People

## **Reporting & Communication**

SEEK's risk management processes are continually monitored, reviewed and reported.

The A&RMC oversees the group wide risk management framework as advised by the Executive.

The risk management policy and framework are reviewed at least annually by the Executive and A&RMC to ensure their ongoing effectiveness and relevance.

Key internal and external stakeholders are consulted regularly to ensure that there is appropriate identification, understanding, accountability and treatment of business risks.