

STRATEGIC REPORT (CONTINUED)
For the Year Ended 30 September 2020

Directors' statement of compliance with duty to promote the success of the Company

The directors have acted in a way that they considered, in good faith, to be most likely to promote the success of the Company for the benefit of its members, and in doing so had regard, amongst other matters, to;

(a) the likely consequences of any decision in the long term

The directors consider the medium and long term impact of decisions when formulating plans and strategic direction for the company.

(b) the interests of the Company's employees

An 'open' environment is encouraged and the company aims to be a responsible employer in its approach to matters including pay and benefits, diversity and inclusion, training, development and career opportunities.

(c) the need to foster the Company's business relationships with service providers, customers and others

The Company engages with a variety of stakeholders, including but not limited to investors, the funds, regulators, and service providers, to inform and enable balanced decisions that incorporate multiple viewpoints, whilst maintaining the Company's integrity, brand and reputation.

(d) the impact of the Company's operations on the community and the environment

The directors are mindful of the business impact on the general community and society we operate within, as well as our environmental impact.

(e) the desirability of the Company maintaining a reputation for high standards of business conduct

The directors consider it crucial that the Company maintains a reputation for high standards of business conduct, and are responsible for setting, monitoring and upholding the culture, values, standards, ethics, brand and reputation of the Company.

(f) the need to act fairly as between members of the Company

The directors are in regular discussion with the shareholders of the Company and provide relevant information to them as and when required.

This report was approved by the board on 18 January 2021 and signed on its behalf.