



**RISK MANAGEMENT
AND INTERNAL CONTROL
POLICY**

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INTRODUCTION

The Company recognizes that risk is an integral part of business and is committed to managing the risks in a proactive and efficient manner. It periodically assesses risks in the internal and external environment, along with the cost of treating risks and incorporates risk treatment plans in its strategy, business and operational plans.

The Company, through its risk management process, strives to contain impact and likelihood of the risks within the risk appetite as agreed from time to time with the Board of Directors.

SCOPE

This policy applies to all team members, whether full time, part time or casual at any level of seniority within the business. The policy also applies to contractors and consultants working on behalf of the Company.

The Husys Consulting Limited Risk Management and Internal Control Policy has been developed to include the following key categories:

- **Strategic and commercial:** The Company manages strategic risk in the pursuit of profitable growth in both mature and emerging markets. Given the volatile markets and economic climate in which it operates, the adaptability of its people and its infrastructure are key to manage its risks.
- **Safety and operations:** The Company is committed to conduct all its activities in such a manner so as to avoid harm to employees and the community. It strives to deliver safe and reliable operations.
- **Compliance and control:** The Company is committed to comply with laws and regulations. The Company also believes that accurate and reliable information provides a competitive advantage and is key to effective management of its business. It therefore accepts minimal risk in relation to reporting risks.
- **Financial:** The Company manages financial risk to maintain a prudent financing strategy and therefore taking controlled risks in this area.

RISK FACTORS

Your Company emphasizes on those risks that threaten the achievement of its business objectives over the short to medium term. An overview of these risks is provided hereafter, including the actions taken to mitigate these risks and any related opportunities:

- **Strategy:** Risks emanating out of the choices we make on markets, resources and delivery model that can potentially impact our long-term competitive advantage.
- **Industry:** Risks relating to inherent characteristics of our industry including competitive structure, technological landscape, extent of linkage to economic environment and regulatory structure.
- **Counterparty:** Risks arising from our association with entities for conducting business. These include clients, vendors, alliance partners and their respective industries.
- **Resources:** Risks arising from inappropriate sourcing or sub-optimal utilization of key organizational resources such as talent, capital and infrastructure.
- **Operations:** Risks inherent to business operations including those relating to client acquisition, service delivery to clients, business support activities, information security, physical security and business activity disruptions.
- **Regulations and compliance:** Risks due to inadequate compliance to regulations, contractual obligations and intellectual property violations leading to litigation and loss of reputation.

RISK MANAGEMENT PRACTICES

The Key Risk Management Practices include those relating to identifying key risks to our business objectives, impact assessment, risk analysis, risk evaluation, risk reporting and disclosure, risk mitigation and monitoring and integration with strategy and business planning. The risk management process seeks to avoid incidents and maximize business outcomes by allowing management to:

- Understand the risk environment, and assess the specific risks and potential exposure for the Company.

- Manage the identified risks in appropriate ways.
- Monitor and seek assurance of the effectiveness of the management of these risks and intervene for improvement wherever necessary.
- Report up the management chain to the board on a periodic basis about how risks are being managed, monitored, and assured and the improvements that are being made.

POLICY REVIEW

The Board is responsible for reviewing and approving the Risk Management Policy at least annually to ensure their effectiveness and continued application and relevance to the Company's business.
