



Beacon Lighting Group Limited

ACN 164 122 785

Communication Policy

Table of Contents

1	Introduction	3
2	Defined terms	3
3	Continuous disclosure	3
	3.1 <i>Communications with the ASX and market announcements</i>	3
4	Communication with shareholders and the market	3
	4.1 <i>Company Meetings</i>	4
	4.2 <i>Information on the website</i>	4
	4.3 <i>Dissemination of information by email</i>	4
	4.4 <i>General interaction with shareholders</i>	4
	4.5 <i>Shareholder privacy</i>	4
5	Communications with other stakeholders	4
6	Briefings	4
7	Communication with Team Members	5
	7.1 <i>Team Member updates</i>	5
	7.2 <i>Electronic communication</i>	5
	7.3 <i>Website</i>	5
8	Corporate Website	5
9	Additional information	6

1 Introduction

The Company is committed to effective communication with its shareholders, market participants, customers, Team members, suppliers, financiers, creditors, other stakeholders and the wider community. The Company will seek to ensure that all stakeholders, market participants and the wider community are promptly informed of its activities and performance.

The Company will endeavour to make publicly available all material information concerning its financial position, performance, ownership and governance with a view to ensuring that trading in its shares takes place in an efficient, competitive and informed market.

This Communications Policy contains the Company's approach and commitment to communication.

2 Defined terms

In this policy:

Team members means employees of the Group.

The Company means Beacon Lighting Group Limited and all of its associated entities.

3 Continuous disclosure

The Company is a public company listed on the Australian Securities Exchange (ASX). It is subject to continuous disclosure requirements under the Corporations Act and the ASX Listing Rules, in addition to periodic and specific disclosure requirements.

A fundamental component of the Company's Communications Policy is compliance with the continuous disclosure regime. The Board has adopted a Continuous Disclosure Policy with a view to ensuring the Company complies with its continuous disclosure obligations.

3.1 Communications with the ASX and market announcements

The Company Secretary (or in his/her absence the Chief Executive Officer, or his/her delegate) is the person responsible for communications with the ASX.

Market announcements released to the ASX will also be placed promptly on the Company's website.

For further information refer to the Company's Continuous Disclosure Policy.

4 Communication with shareholders and the market

The Company's Communications Policy is designed with the aim of ensuring that the Company:

- (a) provides timely and accurate information equally to all shareholders and market participants regarding the Company including its financial position, performance, ownership, and governance; and
- (b) adopts channels for disseminating information that are fair, timely and cost efficient.

In addition to those policies and processes contained in the Continuous Disclosure Policy, the Company has implemented a number of processes to seek to ensure achievement of these goals.

4.1 Shareholder Meetings

The meetings of shareholders of the Company including the annual general meeting ("Meetings") represent an excellent opportunity for the Company to provide information to its shareholders and provide an opportunity for informed shareholder participation. The Company encourages attendance at, and participation in, Meetings.

A notice of Meeting will be sent to shareholders prior to meetings, including details of the time and place of the meeting, the resolutions to be considered and proxy voting procedures.

The Company's auditor will attend its annual general meeting and will be available to answer any questions regarding the conduct of and any issues arising from the audit or the preparation and content of the auditor's report.

4.2 Information on the website

The Company's website is one of the cornerstones of the Company's Communications Policy. The investor centre section is the primary medium of providing information to shareholders. All market announcements released to the ASX will be posted on the Company's website as soon as practicable after the ASX has confirmed release of the information to the market. Further information is set out in section 8 below.

4.3 Dissemination of information by email

Shareholders may elect to receive communications from the Company by email.

4.4 General interaction with shareholders

The Company will deal with shareholder inquiries promptly and courteously.

4.5 Shareholder privacy

The Company respects its shareholders' privacy and will not disclose shareholder information unless required by law. Shareholders' details will only be used in accordance with applicable privacy laws.

5 Communications with other stakeholders

The Company aims to ensure that all stakeholders regularly receive information about the Company and its activities. While individual briefings may be held with key stakeholders, such as financiers, the principal means of seeking to ensure that stakeholders have access to information will be through the Company's website

6 Briefings

The Company recognises the importance of the relationship between the Company and its institutional investors, brokers and analysts. The Company may from time to time conduct briefings to these groups. In these cases, the following protocols will apply:

- (a) material information which is required to be disclosed under the Continuous Disclosure Policy will not be disclosed at these briefings unless it has been previously, or is simultaneously, released to the market;
- (b) if material information which has not been disclosed is inadvertently released, the Company will immediately release it to the market via the ASX and place it on the Company's website;
- (c) questions at briefings that deal with material information that has not previously been disclosed will not be answered;
- (d) to ensure equality of information among shareholders and where appropriate, before any new and substantive presentation to analysts or investors the presentation materials will be released to ASX and posted on the Company's website regardless of whether the presentation contains information required to be disclosed under ASX Listing Rule 3.1; and
- (e) where practicable, the Company will consider providing shareholders the opportunity to participate in such analyst or investor presentations, for example, by providing them with dial-in details or providing

a link to a live webcast. If that is not practicable, the Company will consider making a recording or transcript of the presentation available on its website as soon as it reasonably can.

7 Communication with Team Members

The Company recognises that its Team members are central to the Company's success. In order to enable Team members to fulfil their role to the high standards required and to promote Team member satisfaction, the Company aims to ensure effective communication with Team members. Effective communication with Team members starts with their direct manager and with accessibility to senior management.

7.1 Team Member updates

The Company conducts monthly business updates for managers, who are then responsible for disseminating the information to their teams so that all Team members are aware of activities within the Company.

7.2 Electronic communication

The Company's email system allows Team members to communicate simply and easily with each other and with management. All Team members have access to this system and are encouraged to use it to improve the flow of information and communication generally. The Company will use email to seek to ensure a continued flow of the information and to communicate effectively with Team members. Team members should feel free to communicate with any member of management by email. In addition, and distributed via electronic means, are regular newsletters updating all Team members about business activities and our product range. These newsletters often reinforce the key messages of our business updates to ensure that all Team members are reached.

7.3 Website

The Company's websites are an important communication tool for Team members. They contain a range of information which relates to Team members including relevant policies and codes, media and market announcements and presentations to shareholders and institutional investors. Team members are encouraged to view the websites on a regular basis so that they can keep up to date with information concerning the Company. In addition, an internal intranet is accessible to all Team members and is a source of a range of information about our business activities and performance, along with detailed procedures and knowledge sharing.

8 Corporate Website

The Company's corporate website is the primary means to provide information to all stakeholders. It has been designed to enable information to be accessed in a clear and readily accessible manner.

The following will be available on the Company's website:

- (a) all announcements lodged with the ASX within the last 3 years including annual and half year financial reports ;
- (b) copies of presentations to shareholders, institutional investors, brokers and analysts where possible;
- (c) media or other releases;
- (d) all notices of Meetings and explanatory material;
- (f) the Company's Constitution, Board and Board Committee Charters and corporate governance policies; and
- (g) any other relevant information concerning non-confidential activities of the Company including business developments.

9 Additional information

If you have any questions arising from the Company's Communications Policy, please contact the Company Secretary.