

REMUNERATION POLICY

1. JV Global Limited's Board determines the remuneration policies and levels for Directors and Executives.
2. The Managing Director is responsible for setting the remuneration of all the employees under his control, within broad policy and guidelines that may be set by the Board from time to time.
3. The Board will review the remuneration packages, as recommended by the Managing Director, in respect to the Senior Executives.
4. Directors' fees will be set at appropriate levels that take into account the size of the Company, its industry, the time required of Directors in properly fulfilling their respective roles, the risks involved, and the general market in Australia for Directors' fees. Whenever necessary, the overall level of Directors' fees will be submitted to a meeting of shareholders for approval.
5. A distinction is made between the remuneration of Non-Executive and Executive Directors. Executive Directors will normally be remunerated as part of their employment package.
6. In setting remuneration levels for Executives or Directors, it is the Board's policy to link such levels with the direct or indirect benefits estimated to accrue to shareholders; that is, to strike an appropriate balance between cost and benefit.
7. Any performance bonuses that may be payable from time to time are calculated to ensure that there is first a benefit to shareholders. The fee arrangements for Non-Executive Directors do not contain a bonus element.