



14 December 2012

Tonia Oliveira
ASX Limited
Level 8, Exchange Plaza
2, The Esplanade
Perth WA 6000

Dear Tonia

Response to ASX Query – Annual Report Corporate Governance Disclosures

In response to your letter dated 29 November 2012, Peel Mining Limited (ASX: PEX) provides the following additional information regarding compliance with the ASX Listing Rule 4.10.3, and in particular Principle 3 of the 2010 amendments to the 2nd edition of the ASX Corporate Governance Principles and Recommendations. Please see below the Company's response to the specific sections queried.

Recommendation 3.2

The Company does not currently have a formal gender diversity policy in place. Recruitment is driven by identifying the best possible candidate for all positions regardless of gender. Based on the current size of the Company (personnel) and scale of activities, the board has set no objective to achieve certain levels of gender diversity within the workforce.

The board does not believe that the adoption of a formal gender diversity policy would improve the functions currently performed by the Board.

Recommendation 3.3

Due to the Company's small size (personnel) and stage of development as a mining exploration company, the Board considers the adoption of a formal gender diversity policy and setting measurable diversity objectives would be impractical and not beneficial to the company at this stage.

Recommendation 3.4

The Company currently has two full time employees, one part time employee and seven casual/campaign employees which are all male. There are no women in senior executive positions or on the Board. However, while the Board considers this appropriate at this stage of the Company's development, it will review this requirement on an annual basis as the Company's circumstances change.



Recommendation 3.5

The Company does not have a formal gender diversity policy at this stage of development, and consequently was unable to provide the information indicated in the Guide to reporting on Principle 3.

The Company will look to better address these matters in the corporate governance statement in future Annual Reports.

Yours sincerely

A handwritten signature in black ink, appearing to read "Ryan Woodhouse", is positioned above the printed name.

Ryan Woodhouse
Company Secretary



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29 November 2012

Mr Ryan Woodhouse
Company Secretary
Peel Mining Limited

By Email: rwoodhouse@peelmining.com.au

Dear Ryan

PEEL MINING LIMITED (“Company”)

We refer to the corporate governance section of the Company’s annual report for the year ended 30 June 2012 (“Annual Report”) released to the market on 2 October 2012 and in particular to the reporting against principle 3 dealing with diversity.

Listing rule 4.10.3 requires that an entity include in its annual report:

“A statement disclosing the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed all of the recommendations the entity must identify those recommendations that have not been followed and give reasons for not following them. If a recommendation had been followed for only part of the period, the entity must state the period during which it had been followed.”

Principle 3 of the 2010 amendments to the 2nd edition of the ASX Corporate Governance Principles and Recommendations states that Companies should actively promote ethical and responsible decision-making and that:

“Companies should publish their policy concerning diversity, or a summary of that policy, and disclose annually their measurable objectives for achieving gender diversity, their progress toward achieving those objectives and the proportion of women in the whole organisation, in senior management postings and on the board.”

More specifically the following recommendations set out in more detail the requirements:

Recommendation 3.2

“Companies should establish a policy concerning diversity and disclose the policy or a summary of that policy. The policy should include requirements for the board to establish measurable objectives for achieving gender diversity and for the board to assess annually both the objectives and progress in achieving them.”

Recommendation 3.3

“Companies should disclose in each annual report the measurable objectives for achieving gender diversity set by the board in accordance with the diversity policy and progress towards achieving them.”

Recommendation 3.4

“Companies should disclose in each annual report the proportion of women employees in the whole organisation, women in senior executive positions and women on the board.”

Recommendation 3.5

“Companies should provide the information indicated in the Guide to reporting on Principle 3.”

The Listed Entities Updates dated 1 October 2010 and 7 February 2012, reminded listed entities of their obligation to report under the 2010 amendments to the 2nd edition of the ASX Corporate Governance Principles and Recommendations as set out above in their annual report for their first financial year commencing on or after 1 January 2011.

ASX Listings (ASXL) has reviewed the diversity policy disclosures in the annual reports of all entities. Upon our review of the Company's Annual Report, ASXL could not identify a statement in the annual report confirming whether the Company had followed or not followed the diversity recommendations of the Council.

ASXL attaches particular importance to encouraging a consistently high standard of listed entities' disclosures about the Council's corporate governance recommendations.

In light of the Company's non-disclosure in respect of the diversity recommendations in its Annual Report, ASXL requires that the Company make additional disclosure to the market in compliance with listing rule 4.10.3 about the extent to which the Company has followed or not followed each of the diversity recommendations of the Council.

The additional disclosure should be sent to me by e-mail at tonia.oliveira@asx.com.au or by facsimile on facsimile number (08) 9221 2020. It should not be sent to ASX Market Announcements. This is requested as soon as possible and, in any event, not later than 9.30am WST/A.E.S.T. on Thursday, 6 December 2012.

Under listing rule 18.7A, a copy of this letter and the additional disclosure will be released to the market, so your response should be presented in a suitable form.

Should the Company fail to do so, ASXL may consider suspending the Company's securities from quotation until the Company releases to the market a diversity policy that discloses the required information.

If you have any queries about this letter, or about the Council's recommendations and the Company's reporting obligations in relation to those recommendations, please contact me immediately.

Yours sincerely,

[sent electronically without signature]

Tonia Oliveira
Senior Adviser, Listings (Perth)