

Whistleblowing Policy

The Company is committed to the highest possible standards of integrity, openness and accountability in all of its affairs. It is determined to maintain a culture of honesty, dignity and respect and opposes any actions and behaviours which may be inconsistent with these principles. Key examples of actions or behaviours which are not consistent with these standards are as follows:

- Fraudulent and corrupt acts;
- Conduct which is an offence or a breach of law;
- Health and safety risks, including risks to the public as well as employees;
- Damage to the environment;
- Harassment, bullying or discrimination of any kind; and
- Other unfair employment practices including wrongful promotion of employees in an unfair or nepotistic manner.

Fraudulent or corrupt acts include, but are not limited to:

- Financial issues – where individuals or entities have fraudulently obtained money from the Company.
- Equipment issues – where the Company's equipment is used for inappropriate personal gain.
- Resource issues – where there is a misuse of resources (e.g. theft of materials).
- Other issues – activities undertaken by officers of the Company which may be:
 - unlawful;
 - in substantial breach of the Company's policies;
 - a danger to the health or safety of employees or the public;
 - in breach of anti-corruption laws;
 - falls below established standards or practices;
 - improper conduct and includes abuse of authority, gross misconduct or gross waste of money.

This policy aims to encourage employees to raise concerns about serious misconduct or report suspected violations of the law or the Company's policies and to provide assurance that they will be protected from retaliation for making such reports. This policy also outlines the ways in which employees can voice their concerns and the steps the Company will take in responding to reported breaches or violations of laws and/or Company policies.