

## 1. Purpose of the Whistleblower Policy

The purpose of this whistleblower policy (**Policy**) is to:

- (a) encourage reporting of conduct within or by Hampton Hill Mining NL (ACN 060 628 524 (the **Company**) or its related bodies corporate if any (together the **Group** and each a **Group Member**) that appears illegal, unethical or otherwise improper; and
- (b) implement a reporting and investigative system that is objective, confidential and independent and provide effective protection to those reporting such conduct from reprisal or disadvantage.
- (c) provide transparency around the Company's framework for receiving, handling and investigating such disclosures;
- (d) support the Company's values, code of conduct and/or ethics policy;
- (e) support the Company's long-term sustainability and reputation;
- (f) meet the Company's legal and regulatory obligations; and
- (g) align with the ASX Corporate Governance Principles and Recommendations and relevant standards.

The Policy is an important tool for helping the Company to identify wrongdoing that may not be uncovered unless there is a safe and secure means for doing so.

Employees of the Group and others who deal with the Group are encouraged to report wrongdoing in accordance with this Policy.

## 2. Overview

Under this Policy:

- (a) you are encouraged to report your concerns, whether openly or, if preferred, anonymously, in the first instance to the Company's Whistleblower Protection and Investigation Officer (**WPIO**), which is currently:  
Name: Joshua Pitt  
Position: Chairman  
Tel: 08 9481 8627  
Email: [joshuapitt@gossan.com.au](mailto:joshuapitt@gossan.com.au)
- (b) if you report your concerns, you will be afforded confidentiality unless you indicate (or the law requires) otherwise;
- (c) concerns reported by you will be properly investigated with a view to establishing the truth and correcting any wrongdoing where possible;
- (d) you will be advised of the outcome of the investigation and any action taken as much as practicable; and
- (e) you will not be victimised or adversely affected because of your action in reporting your concerns provided of course, that there is a basis for your concerns, and that you have acted in good faith and without malicious intent.

**3. Who does this Policy apply to?**

This Policy applies to disclosures by “**Eligible Whistleblowers**” being any of the following:

- (a) an officer or employee of a Group Member (both current or former and includes interns, secondees, managers and directors);
- (b) a supplier (including their employees) of goods or services to a Group Member (both current and former);
- (c) an associate of a Group Member; and
- (d) a relative, dependant or spouse of any of the above.

**4. What protection is available?**

An Eligible Whistleblower qualifies for protection under the *Corporations Act 2001 (Cth)* (**Corporations Act**), as detailed below, if they:

- (a) disclose information relating to a ‘**Disclosable Matter**’ (defined in Section 5 below) directly to:
  - (i) an ‘**Eligible Recipient**’ (defined in Section 6 below); or
  - (ii) the Australian Securities and Investments Commission (**ASIC**) or the Australian Prudential Regulation Authority (**APRA**) or another Commonwealth body prescribed by regulation;
- (b) disclose information to a legal practitioner for the purposes of obtaining legal advice or legal representation about the operation of the whistleblower provisions in the Corporations Act; or
- (c) make an ‘**emergency disclosure**’ or ‘**public interest disclosure**’ (refer Section 7 below) of information relating to a Disclosable Matter to journalists or members of Commonwealth, state or territory parliaments (parliamentarians), under certain circumstances.

The Corporations Act protections are:

- identity protection (confidentiality);
- protection from detrimental acts or omissions;
- compensation and remedies; and
- civil, criminal and administrative liability protection,

(the **Corporations Act Protections**).

Similar protections are provided in the tax whistleblower regime under the *Taxation Administration Act 1953 (Cth)*.

Disclosures about matters which are not covered by the Corporations Act Protections do not qualify for protection under the Corporations Act (or the *Taxation Administration Act 1953 (Cth)* where relevant). Such disclosures may be protected under other legislation, such as the *Fair Work Act 2009 (Cth)*, or relevant State or Territory legislation.

**5. What is a Disclosable Matter?**

A Disclosable Matter is information which an Eligible Whistleblower has reasonable grounds to suspect:

- (a) concerns misconduct (which includes fraud, negligence, default, breach of trust and breach of duty) or an improper state of affairs or circumstances in relation to any Group Member;
- (b) indicates that a Group Member or any of their officers or employees have engaged in conduct that constitutes an offence against, or a contravention of, a provision of the Corporations Act, the ASIC Act or a range of other specific Commonwealth laws;
- (c) constitutes an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more;
- (d) represents a danger to the public or the financial system; or
- (e) is prescribed by the Corporation Regulations.

See Schedule 1 for further information in relation to Disclosable Matters.

Disclosures that relate solely to personal work-related grievances, and that do not relate to detriment or threat of detriment to the Eligible Whistleblower, do not qualify for protection under the Corporations Act.

Personal work-related grievances are those that relate to the discloser's current or former employment and have, or tend to have, implications for the discloser personally, but do not: (a) have any other significant implications for the Group (or another entity); or (b) relate to any conduct, or alleged conduct, about a Disclosable Matter.

Employees of the Group can internally raise personal work-related grievances and other types of issues or concerns that are not covered by the Policy. Employees are encouraged to seek legal advice about their rights and protections under employment or contract law, and how to resolve their personal work-related grievance.

**6. Who can disclosures be made to?**

To be eligible for the Corporations Act Protections, an Eligible Whistleblower must report information in relation to a Disclosable Matter directly to one of the following:

- (a) an Eligible Recipient, being:
  - (i) an officer or senior manager of any Group Member. A senior manager is a senior executive within a company, other than a director or company secretary, who makes or participates in making decisions that affect the whole, or a substantial part, of the business of the company or has the capacity to significantly affect the Company's financial standing;
  - (ii) an auditor (internal or external and includes any member of an audit team) or actuary of any Group Member; or
  - (iii) a person authorised by the Company to receive disclosures that may qualify for Corporations Act Protections. The Company has authorised the Company's WPIO (Whistleblower Protection and Investigation Officer) for this purpose. Refer to Section 8 below for more details;
- (b) a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the whistleblower provisions in the Corporations Act (even in the event that the legal practitioner concludes that a disclosure does not relate to a 'Disclosable Matter');

- (c) ASIC, APRA or other Commonwealth body prescribed by regulation. With regards to reporting Disclosable Matters to ASIC, please follow this link for details about how ASIC handles the report: <https://asic.gov.au/about-asic/asic-investigations-and-enforcement/whistleblowing/how-asic-handles-whistleblower-reports/>;
- (d) journalists, but only in the circumstances described in section 7 of this Policy; or
- (e) members of Commonwealth, State or Territory parliaments, but only in the circumstances described in section 7 of this Policy.

An Eligible Whistleblower may wish to seek additional information before formally making a disclosure, in which case they may contact any of the above or an independent legal adviser.

## **7. Public Interest and Emergency Disclosure**

An Eligible Whistleblower may disclose information in relation to a Disclosable Matter to a journalist or parliamentarian where the disclosure is a 'public interest disclosure' or an 'emergency disclosure' under the Corporations Act.

A 'public interest disclosure' is the disclosure of information in relation to a Disclosable Matter to a journalist or a parliamentarian, where:

- (a) at least 90 days have passed since the Eligible Whistleblower made the disclosure to ASIC, APRA or another Commonwealth body prescribed by regulation;
- (b) the Eligible Whistleblower does not have reasonable grounds to believe that action is being, or has been taken, in relation to their disclosure;
- (c) the Eligible Whistleblower has reasonable grounds to believe that making a further disclosure of the information is in the public interest; and
- (d) before making the public interest disclosure, the Eligible Whistleblower has given written notice to the body to which the previous disclosure was made that includes sufficient information to identify the previous disclosure and states that the Eligible Whistleblower intends to make a public interest disclosure.

An 'emergency disclosure' is the disclosure of information to a journalist or parliamentarian, where:

- (a) the Eligible Whistleblower has previously made a disclosure of the information to ASIC, APRA or another Commonwealth body prescribed by regulation;
- (b) the Eligible Whistleblower has reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment;
- (c) before making the emergency disclosure, the Eligible Whistleblower has given written notice to the body to which the previous disclosure was made that includes sufficient information to identify the previous disclosure and states that the Eligible Whistleblower intends to make an emergency disclosure; and
- (d) the extent of the information disclosed in the emergency disclosure is no greater than is necessary to inform the journalist or parliamentarian of the substantial and imminent danger.

An Eligible Whistleblower should contact the WPIO or an independent legal adviser to ensure they understand the criteria for making a public interest or emergency disclosure that qualifies for protection before for making a disclosure in reliance on the Corporations Act Protections for those types of disclosures.

#### **8. Legal protections for an Eligible Whistleblower - Anonymity**

There is no obligation for an Eligible Whistleblower to reveal their identity. If they reveal it to the WPIO, they may request that their identity remain confidential and known only to the WPIO.

Disclosures of Disclosable Matters by an Eligible Whistleblower can be made anonymously and/or confidentially and still be protected under the Corporations Act. If the Eligible Whistleblower reports anonymously, the WPIO is required to preserve that person's anonymity and will not disclose their identity except with the Eligible Whistleblower's consent or as permitted by the Corporations Act Protections.

Communications between anonymous Eligible Whistleblowers and the WPIO can occur through anonymous telephone lines and anonymous email addresses. As noted in the section above, Eligible Whistleblowers choosing to remain anonymous can adopt a pseudonym.

It is important for Eligible Whistleblower to understand that, in some situations, if they choose for their identity to remain anonymous, this can limit or prevent the Company's ability to effectively investigate the matter or to take appropriate action. If this is the case, the Eligible Whistleblower will be contacted to discuss the matter further and explain the limitations caused and protections that can be provided, so that the Eligible Whistleblower can make an informed choice about whether to remain anonymous.

Where an Eligible Whistleblower desires that their identity remains anonymous the Company and others have legal obligations to protect the confidentiality of their identity subject to certain exceptions discussed below.

In practice, an Eligible Whistleblower may be asked for consent to a limited disclosure (e.g. disclosure to the entity's WPIO).

If disclosure comes from an email address from which the sender's identity cannot be determined, and the Eligible Whistleblower does not identify themselves in the email, it should be treated as an anonymous disclosure.

Generally, a person cannot disclose the identity of an Eligible Whistleblower or information that is likely to lead to the identification of the Eligible Whistleblower (which they have obtained directly or indirectly because the Eligible Whistleblower made a disclosure that qualifies for protection under the Corporations Act Protections).

However, a person may disclose the identity of an Eligible Whistleblower:

- (a) to ASIC, APRA, or a member of the Australian Federal Police;
- (b) to a legal practitioner (for the purposes of obtaining legal advice or legal representation about the whistleblower provisions in the Corporations Act);
- (c) to a person or body prescribed by the Corporations Regulations; or
- (d) with the consent of the Eligible Whistleblower.

A person can disclose the information contained in a disclosure of a Disclosable Matter without the Eligible Whistleblower's consent if:

- (a) the information does not include the Eligible Whistleblower's identity;
- (b) the Company has taken all reasonable steps to reduce the risk that the Eligible Whistleblower will be identified from the information; and
- (c) it is reasonably necessary for investigating the issues raised in the disclosure.

ASIC, APRA or the Australian Federal Police can disclose the identity of the Eligible Whistleblower, or information that is likely to lead to the identification of the Eligible Whistleblower, to a Commonwealth, state or territory authority to help the authority in the performance of its functions or duties.

It is illegal for a person to identify an Eligible Whistleblower or disclose information that is likely to lead to the identification of the Eligible Whistleblower, outside of the exceptions above.

#### **9. Legal protections for an Eligible Whistleblower - Confidentiality**

The Company has measures in place for ensuring confidentiality. The Company has established secure record-keeping and information sharing procedures and ensures that:

- (a) all paper and electronic documents and other materials relating to disclosures are stored securely;
- (b) all personal information or reference to an Eligible Whistleblower witnessing an event will be redacted;
- (c) the Eligible Whistleblower will be referred to in a gender-neutral context;
- (d) where possible, the Eligible Whistleblower will be contacted to help identify certain aspects of their disclosure that could inadvertently identify them;
- (e) all information relating to a disclosure can only be accessed by those directly involved in managing and investigating the disclosure;
- (f) only a restricted number of people who are directly involved in handling and investigating a disclosure are made aware of a Eligible Whistleblower's identity or information that is likely to lead to the identification of the Eligible Whistleblower;
- (g) communications and documents relating to the investigation of a disclosure are not sent to an email address or to a printer that can be accessed by other staff; and
- (h) each person who is involved in handling and investigating a disclosure is reminded that they should keep the identity of the Eligible Whistleblower and the disclosure confidential and that an unauthorised disclosure of a Eligible Whistleblower's identity may be a criminal offence.

An Eligible Whistleblower can lodge a complaint with the Company about a breach of confidentiality to the WPIO. They may also lodge a complaint with a regulator, such as ASIC or APRA, for investigation.

#### **10. Legal Protections for an Eligible Whistleblower - Protection from detrimental acts or omissions**

There are legal protections for protecting an Eligible Whistleblower, or any other person, from detriment in relation to a disclosure.

A person cannot engage in conduct that causes detriment to an Eligible Whistleblower (or another person), in relation to a disclosure of Disclosable Matters, if the person believes or suspects that the Eligible Whistleblower (or another person) made, may have made, proposes to make or could make a disclosure that qualifies for protection and the belief or suspicion is the reason, or part of the reason, for the conduct.

In addition, a person cannot make a threat to cause detriment to an Eligible Whistleblower (or another person) in relation to a disclosure of Disclosable Matters. A threat may be express or implied, or conditional or unconditional. An Eligible Whistleblower (or another person) who has been threatened in relation to a disclosure does not have to actually fear that the threat will be carried out.

Some actions may not necessarily be detrimental conduct. In practice, administrative action that is reasonable to protect an Eligible Whistleblower from detriment (e.g. when the disclosure relates to

wrongdoing in the Eligible Whistleblower's immediate work area) will not be considered as detrimental conduct.

Protecting an Eligible Whistleblower from detriment also does not prevent the Company from managing an Eligible Whistleblower's unsatisfactory work performance, if the action is in line with the Company's performance management framework. It is important for a Company to ensure that an Eligible Whistleblower understands the reason for the Company's administrative or management action.

The Company will protect Eligible Whistleblowers from detrimental acts or omissions including by:

- (a) protecting their welfare;
- (b) assessing the risk of detriment against an Eligible Whistleblower and other persons (e.g. other staff who might be suspected to have made a disclosure) as soon as possible after receiving a disclosure;
- (c) providing support services (including counselling or other professional or legal services) as requested;
- (d) developing strategies to help an Eligible Whistleblower minimise and manage stress, time or performance impacts, or other challenges resulting from the disclosure or its investigation;
- (e) allowing the Eligible Whistleblower to perform their duties from another location, reassign the Eligible Whistleblower to another role at the same level, make other modifications to the Eligible Whistleblower workplace or the way they perform their work duties, or reassign or relocate other staff involved in the Eligible Whistleblower;
- (f) ensuring that management are aware of their responsibilities to maintain the confidentiality of a disclosure, address the risks of isolation or harassment, manage conflicts and ensure fairness when managing the performance of, or taking other management action relating to, an Eligible Whistleblower; and
- (g) having complaints investigated as a separate matter by an officer who is not involved in dealing with disclosures and the investigation findings will be provided to the Board (or Overseeing Committee, if any).

Where an allegation of detrimental conduct has occurred, the Company will investigate and address the detrimental conduct by taking disciplinary action or:

- (a) allow the Eligible Whistleblower to take extended leave;
- (b) develop an alternative career development plan for the Eligible Whistleblower, including new training and career opportunities; or
- (c) the Company could offer compensation or other remedies.

An Eligible Whistleblower may seek independent legal advice or contact regulatory bodies, such as ASIC, APRA or the ATO, if they believe they have suffered detriment.

#### **11. How to report within the Company**

Where an Eligible Whistleblower is concerned about a potential Disclosable Matter, they may report the matter to the WPIO, being the person named in Section 2 above or such replacement person as advised by the Company from time to time.

An Eligible Whistleblower must have objectively reasonable grounds for suspecting a Disclosable Matter. It is a serious disciplinary offence to make allegations that prove to be unsubstantiated and made maliciously or known to be false. Individuals who deliberately submit false reports will not be able to access the whistleblower protections under the Corporations Act.



If any person is not comfortable speaking with the WPIO on a particular matter, or if they are unavailable and the matter is urgent, they should contact a member of the board of directors of the Company (**Board**) or another member of management personnel within the Group (**WPIO Alternative**), who shall undertake the WPIO's responsibilities under this Policy in relation to the matter to the extent of their capabilities.

If a WPIO Alternative is advised of a Disclosable Matter from an Eligible Whistleblower they may disclose the matter to the WPIO and the Board unless they consider there is good reason not to in the context of undertaking an investigation.

Generally, the WPIO who receives a disclosure of a Disclosable Matter will handle and investigate the matter. However, where the matter implicates either party the matter should be handled and investigated by a non-interested member of the Board, or failing one, an external consultant nominated by the chair of the Board.

An Eligible Whistleblower may:

- (a) make the disclosure anonymously. This can be done with or without the WPIO's knowledge of the identity of the Eligible Whistleblower at the Eligible Whistleblower's discretion. If disclosure is to be made without anybody (including the WPIO) knowing the identity of the Eligible Whistleblower, the disclosure should be sent by an anonymous letter or email directed to the WPIO with inclusion of all information relevant to the matter. Other services that enable anonymous communication (i.e. anonymous phonelines and email addresses) may be used to communicate with the WPIO;
- (b) choose to adopt a pseudonym for the purposes of their disclosure, and not use their true name, to remain anonymous. This may be appropriate in circumstances where the Eligible Whistleblower's identity is known to their supervisor, the internal reporting point or whistleblower protection officer, but the Eligible Whistleblower prefers not to disclose their identity to others;
- (c) refuse to answer questions that they feel could reveal their identity during follow-up conversations; and
- (d) request meetings with the WPIO occur outside of business hours and the WPIO must make themselves available for such meetings.

## 12. Whistleblower Protection and Investigation Officer

The WPIO is responsible within the Group for investigation and resolving all reported complaints and allegations concerning Disclosable Matters.

At their discretion, the WPIO shall advise the Chairman and/or Managing Director/CEO of the Company of any Disclosable Matters having given consideration to any anonymity wishes of the Eligible Whistleblower and the circumstances of the Disclosable Matters.

The WPIO is to be provided direct access to the Board or any relevant sub-committee charged with overseeing this policy (being the **Overseeing Committee** as determined by the Board).

The Board (or the Overseeing Committee, if any) must be notified immediately if a disclosure of Disclosable Matters relates to serious misconduct.

Eligible Whistleblowers, whether employees or external parties, are encouraged to make a disclosure of Disclosable Matters to the Company, through the WPIO, in the first instance. The Company would like to identify and address wrongdoing as early as possible. The Company's approach is intended to help build confidence and trust in its whistleblower policy, processes and procedures. However, Eligible Whistleblower are entitled to disclose Disclosable Matters to external parties as set out in Section 6 of this Policy in addition or substitution of disclosure to the Company.



Currently, the Company has not appointed an independent whistleblowing service provider to directly receive disclosures of Disclosable Matters from Eligible Whistleblowers. However, independent whistleblowing services may be engaged by the WPIO or Company on a case by case basis if determined as necessary.

### **13. Handling and investigating a disclosure**

All reports will be promptly considered and, if warranted, investigated with appropriate corrective action will be taken.

The WPIO will notify the Eligible Whistleblower to acknowledge receipt of their report within five (5) business days, if the Eligible Whistleblower can be contactable.

The WPIO will need to assess each disclosure to determine whether it falls within the policy and a formal, in-depth investigation is required and advise the Eligible Whistleblower of the outcome.

If an investigation is required, the WPIO will need to determine:

- (a) the nature and scope of the investigation;
- (b) the person(s) within and/or outside the Company that should lead the investigation;
- (c) whether additional internal or external investigators are required;
- (d) the nature of any technical, financial or legal advice that may be required to support the investigation; and
- (e) the timeframe for the investigation.

There are limitations of the Company's investigation process. The Company may not be able to undertake an investigation if it is not able to contact the Eligible Whistleblower (e.g. if a disclosure is made anonymously and the Eligible Whistleblower has refused or omitted to provide a means of contacting them).

Without the Eligible Whistleblower's consent, the Company cannot disclose information that is contained in a disclosure as part of its investigation process—unless:

- (a) the information does not include the Eligible Whistleblower's identity;
- (b) the Company removes information relating to the Eligible Whistleblower's identity or other information that is likely to lead to the identification of the Eligible Whistleblower (e.g. the Eligible Whistleblower's name, position title and other identifying details); and
- (c) it is reasonably necessary for investigating the issues raised in the disclosure.

To protect an Eligible Whistleblower's identity from being revealed and to protect them from detriment, the Company could investigate a disclosure by conducting a broad review on the subject matter or the work area disclosed. In addition, it could investigate an anonymous disclosure, even if it cannot get in contact with the Eligible Whistleblower, if the Eligible Whistleblower has provided sufficient information to the Company and the Company removes information that is likely to lead to the identification of the Eligible Whistleblower.

All investigations need to be independent of the Eligible Whistleblower, the individuals who are the subject of the disclosure, and the department or business unit involved.

The WPIO will provide Eligible Whistleblowers with updates at various stages - for example when the investigation process has begun, while the investigation is in progress and after the investigation has been finalised. Updates will be provided monthly through the Eligible Whistleblower's desired means of communication. At the end of the investigation, the Eligible Whistleblower will be notified of the outcome

of the findings. The method for documenting and reporting the findings will depend on the nature of the disclosure. There may be circumstances where it may not be appropriate to provide details of the outcome to the Eligible Whistleblower.

The findings from an investigation will be documented and reported to those responsible for oversight of the policy, while preserving confidentiality.

#### **14. Eligible Whistleblower not satisfied with outcome**

If the Eligible Whistleblower is not satisfied with the outcome of the investigation it may refer the matter to the Board (or the Overseeing Committee if any), or their nominee, for review. The review should be conducted by an officer who is not involved in handling and investigating disclosures. In addition, the review findings should be provided to the board or audit or risk committee and the Eligible Whistleblower.

The Company is not obliged to reopen an investigation and that it can conclude a review if it finds that the investigation was conducted properly, or new information is either not available or would not change the findings of the investigation.

An Eligible Whistleblower may lodge a complaint with a regulator, such as ASIC, APRA or the ATO, if they are not satisfied with the outcome of the Company's investigation.

#### **15. Compensation and other remedies**

An Eligible Whistleblower (or any other employee or person) can seek compensation and other remedies through the courts if they suffer loss, damage or injury because of a disclosure and the Company failed to take reasonable precautions and exercise due diligence to prevent a person from causing the detriment.

Eligible Whistleblowers should seek independent legal advice before disclosing Disclosable Matters.

#### **16. Civil, criminal and administrative liability protection**

An Eligible Whistleblower is protected from any of the following in relation to their disclosure:

- (a) civil liability (e.g. any legal action against the Eligible Whistleblower for breach of an employment contract, duty of confidentiality or another contractual obligation);
- (b) criminal liability (e.g. attempted prosecution of the Eligible Whistleblower for unlawfully releasing information, or other use of the disclosure against the Eligible Whistleblower in a prosecution (other than for making a false disclosure)); and
- (c) administrative liability (e.g. disciplinary action for making the disclosure).

However, the above protections do not grant immunity for any misconduct an Eligible Whistleblower has engaged in that is revealed in their disclosure.

#### **17. Privacy and security of personal information**

The Company has in place appropriate information technology resources and organisational measures for securing the personal information they receive, handle and record as part of this policy. Due to the sensitivity of the information, any leaks or unauthorised disclosure (including from malicious cyber activity) may have adverse consequences for the Eligible Whistleblowers, the individuals who are subject of disclosures and the Company.

The *Privacy Act 1988* (Cth) (**Privacy Act**) regulates the handling of personal information about individuals. It includes 13 Australian Privacy Principles (**APPs**), which set out standards, rights and obligations for the handling, holding, use, accessing and correction of personal information (including sensitive information). The Company is required to notify affected individuals and the Office of the

Australian Information Commissioner about a data breach, if it is likely to result in serious harm to individuals whose personal information is involved in the breach.

The Company will consult the APPs and other relevant industry, government and technology-specific standards, guidance and frameworks on data security to help safeguard their information.

**18. Support and practical protection - no retaliation**

An Eligible Whistleblower will not be personally disadvantaged by having made a report. This includes not being disadvantaged by way of dismissal, demotion, any form of harassment, discrimination or current or future bias.

No current or former Eligible Whistleblower, who reports Disclosable Matters under this policy shall suffer detriment, either actual or threatened, harassment, retaliation or adverse employment or engagement consequence.

If someone engaged by a Group member retaliates against an Eligible Whistleblower, the first mentioned person may be subject to discipline in the Board's discretion depending on the severity of the conduct, which may include termination of employment or services.

All Eligible Whistleblowers are requested to report to the WPIO any retaliation or victimisation of a person that reports Disclosable Matters.

**19. Policy easily accessible, training and review**

This policy will be available for review on the Company's website at [www.redhilliron.com.au](http://www.redhilliron.com.au).

The Company may exclude information that would not be useful or relevant to external Eligible Whistleblowers or that would not be suitable for external publication.

The Company is committed to reviewing and updating this policy, processes and procedures. The Company is committed to ensuring the policy is operating effectively and commitment to identifying and rectifying issues. The Group will provide for the training of employees about this policy and their rights and obligations under it.

The Group will provide for the training of managers and others who may receive reports of Disclosable Matters about how to respond to them.

The Company will monitor employees' understanding of this policy on a periodic basis may help the Company to determine where there are knowledge gaps in their employees' understanding of this policy.

#### **Schedule 1 - Disclosable Matters**

Examples of Disclosable Matters may include:

- illegal conduct, such as theft, dealing in, or use of illicit drugs, violence or threatened violence, and criminal damage against property;
- fraud, money laundering or misappropriation of funds;
- offering or accepting a bribe;
- financial irregularities;
- failure to comply with, or breach of, legal or regulatory requirements; and
- engaging in or threatening to engage in detrimental conduct against a person who has made a disclosure or is believed or suspected to have made or be planning to make a disclosure.

Disclosable matters include conduct that may not involve a contravention of a particular law.

For example, 'misconduct or an improper state of affairs or circumstances' may not involve unlawful conduct in relation to the Company or a related body corporate of the Company but may indicate a systemic issue that the relevant regulator should know about to properly perform its functions. It may also relate to dishonest or unethical behaviour and practices, conduct that may cause harm, or conduct prohibited by the Company's standards or code(s) of conduct.

Information that indicates a significant risk to public safety or the stability of, or confidence in, the financial system is also a Disclosable Matter, even if it does not involve a breach of a particular law.

An Eligible Whistleblower can still qualify for protection even if their disclosure turns out to be incorrect.

The term 'reasonable grounds to suspect' is based on the objective reasonableness of the reasons for the Eligible Whistleblower's suspicion. It ensures that an Eligible Whistleblower's motive for making a disclosure, or their personal opinion of the person(s) involved, does not prevent them from qualifying for protection. In practice, a mere allegation with no supporting information is not likely to be considered as having 'reasonable grounds to suspect'. However, an Eligible Whistleblower does not need to prove their allegations.