Whistleblower Policy

1 Purpose

In line with our value of Integrity, the Craig Mostyn Group (**CMG**) is committed to the highest standards of ethical conduct and behaviour in all our business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance.

CMG encourages the reporting of any instances of suspected unethical, illegal, fraudulent or conduct involving any CMG business and will provide protections and measures ensuring persons who make a report may do so confidentially and without fear of disadvantage or reprisal.

2 Scope

This policy applies to all directors and employees within the Craig Mostyn Group, including long-term contractors and labour hire workers engaged for more than two (2) months.

Any other person who has reasonable grounds to suspect unethical conduct or behaviour has occurred or is occurring in relation to CMG's business activities, such as partners and family members of current employees, former employees or short-term contractors working at our sites are also encouraged to make a report in accordance with this policy.

3 Policy Statement

3.1. Reportable Conduct

1. Reportable conduct is when a CMG director, officer, employee, contractor, supplier, tenderer or other person acting on behalf of CMG or doing business with CMG and is behaving in a way that is either illegal or unethical. This could include:
    a. dishonest or fraudulent behaviour;
    b. accepting or offering bribes;
    c. sexual and other types of harassment, discrimination, victimisation, or bullying;
    d. intentional breaches of our Code of Conduct;
    e. illegal activities that carry a potential term if imprisonment under State or Federal law;
    f. activities that are likely to cause harm to people, animals, CMG plant and equipment or the environment;
    g. an abuse of authority;
    h. any act or omission that could cause financial losses for CMG or be otherwise detrimental to our reputation or brands; or

i. any other misconduct or an improper state of affairs or circumstances.

2. Personal work-related grievances are not reportable conduct under this policy, and you should speak with your supervisor, manager or the Human Resources team to discuss and address those matters. For further guidance, refer to our Grievance Procedure. Personal work-related grievances could include:

   a. a disagreement or conflict between you and another employee;

   b. a change or decision regarding your employment terms and conditions;

   c. a decision relating to a promotion or transfer;

   d. the outcome of a workplace investigation or grievance;

   e. a decision concerning a disciplinary matter, including termination of employment; or

   f. reasonable directions or instructions given to you by your supervisor or manager.

3.2. Making a Whistleblower Report

1. When making a report, whether in person, online, by phone, by email or anonymously, we encourage you to provide as much detail as you can including names of those involved, locations, dates, times, any witnesses and a description of the conduct, so that we can investigate the matter and take appropriate action to stop the illegal or unethical conduct.

2. CMG encourages all employees to report unethical or illegal conduct as soon as possible. Nothing in this policy prevents you from reporting a matter immediately to your manager or supervisor. Whistleblower Protections under this policy will still apply to any persons reporting a matter listed in section 3.1 of this policy. Your managers or supervisor may contact one of our Protected Disclosure Officers to seek support in addressing the matter raised.

3. CMG has two Protected Disclosure Officers, and you can make a confidential disclosure to them by phone or email:

   General Manager – People, Culture & Sustainability
   Post: PO Box 462, Fremantle WA 6959
   Phone: 08 9336 0344
   Email: whistleblowing@craigmostyn.com.au

   Chair of the Audit and Risk Committee
   Post: PO Box 462, Fremantle WA 6959
   Email: whistleblowing@craigmostyn.com.au

4. If you would feel more comfortable reporting the matter to someone outside CMG, you can do so via our Whistleblower Service, operated by WBS. This service is available 24/7 and reports made via the online portal can be made in over 75 languages. When making a report online, you will need to enter the unique key, listed below:

Whistleblower Service
Phone: 1300 687 927
Online Portal: https://whistleblowingservice.org/cmg/
Unique Key: CMGREPORT

WBS will provide the details of your disclosure to the Protected Disclosure Officers. If a report is made anonymously, any identifying information is removed from the report prior to WBS providing any information to CMG.

3.3. 3. Investigations Into Reported Illegal or Unethical Conduct

1. CMG will treat all reports under this policy seriously and with sensitivity and ensure they are dealt with in a timely manner and in accordance with our policies and procedures.
2. All reports will be assessed to determine if an investigation is warranted, and this will include the nature of the alleged conduct and whether sufficient information is included in the report to support an investigation.
3. Should a Protected Disclosure Officer be the person who has allegedly engaged in illegal or unethical conduct, they will not participate in the assessment of the report or any subsequent investigation.
4. If the person making the Whistleblower Report has not asked to remain anonymous, a Protected Disclosure Officer or investigator will contact the Whistleblower as soon as practicable upon receipt of the disclosure to discuss the assessment and investigation process including who may be contacted and other matters relevant to the investigation.
5. Where appropriate, CMG will provide feedback to the Whistleblower regarding the investigation's progress and/or outcome (subject to considerations of the privacy of those against whom allegations are made).
6. No person will be victimised or discriminated against for their participation in an investigation by the investigator or CMG.

3.4. Protection of Whistleblowers

1. CMG is committed to protecting the identity of people who speak up and make a report under this policy. Your identity and an information that can identify you will only be disclosed if you give your consent for CMG to do so. The policy is only effective if people feel safe and confident in reporting unethical or illegal conduct.
2. CMG is also committed to protecting people who speak up and make a report under this policy from any negative consequences. We will take all necessary steps to ensure making a report does not impact your employment in any way or expose you to behaviour inconsistent with our code of conduct.

4 Related Documents and Information

Item	Link
Policies	CMG Code of Conduct Grievance Procedure *Corporations Action 2001 (Cth)*

5 Signatures

Neil Kearny
Chair of the Board

Wayne Crofts
Chief Executive Officer