

Whistleblower Policy

Purpose

This policy sets out how Thiess Group Holdings Pty Ltd and entities it controls (**the Group**) manage whistleblower disclosures. It is to be read in conjunction with the [Group Code of Conduct – Management, Monitoring and Reporting Procedure \(Procedure\)](#). The Policy is available to all officers and employees via the Thiess intranet and Thiess Governance System.

The objectives of this Policy are to provide clarity on how we support Whistleblowers so they:

- Know how to raise concerns and are aware of their rights and obligations, including the right to remain anonymous; and
- Feel safe in speaking up and raising concerns, free from detriment, retaliation or victimization.

The Group is committed to complying with applicable laws for protection of Whistleblowers.

Policy

1. Who is a Whistleblower?

For the purpose of this Policy, a Whistleblower is a current or former:

- Director, Manager or Employee; or
- Contractor, consultant, supplier, service provider or associate (or their employees or subcontractors); or
- Any relative, dependent or spouse of any individual referred to above,

who makes or attempts to make a disclosure, on reasonable grounds, about:

- conduct that is contrary to the Code of Conduct;
- an improper state of affairs; or

a breach of the legislation set out in the *Corporations Act 2001* (Cth) (**'Act'**).

Personal work-related grievances may not be protected pursuant to this Policy.

2. Making a Disclosure

The Policy applies where the **Whistleblower** makes the disclosure to an **Eligible Recipient**.

An Eligible Recipient includes:

- A person authorised by The Group to receive disclosures;
- An officer, senior manager, auditor or actuary of the Group; and
- The Thiess confidential third-party whistleblowing service (Ethics Line).

A disclosure may also be protected under the Act if:

- made to certain regulators or legal practitioners in the circumstances stated in the Act; or
- if it is a 'public interest disclosure' or 'emergency disclosure' made to journalists or parliamentarians, in certain circumstances where previous disclosure has been made to prescribed government bodies and as stated in the Act. Whistleblowers should contact an independent legal adviser before making a 'public interest disclosure' or an 'emergency disclosure'.

3. Confidentiality and Anonymity

The identity of the Whistleblower (or information disclosed that could lead to their identification), will be treated strictly confidentially and will not be shared unless:

- The Whistleblower has provided prior consent (in writing wherever possible or required); or
- We are compelled by law to do so; or
- We consider it appropriate to make a disclosure to a regulator under legislation.

We will comply with all requests for anonymity (subject to legal requirements) and make best endeavours to investigate the disclosure. There may however be practical limitations if a Whistleblower does not agree to share their disclosure or identity.

4. Investigation

Whistleblower disclosures will be referred to the Business Conduct Representative of Thiess to perform a preliminary review of the allegations raised and commission an appropriate investigation.

All investigations will be conducted in accordance with the procedures set out in the Procedure ensuring that the discloser will be kept informed, their details will be kept confidential and investigations will be documented, and the outcome communicated to the discloser.

5. Workplace Protection Officer (WPO)

The Business Conduct Representative must inform the Workplace Protection Officer (WPO) of the matter. The WPO is responsible for safeguarding the interests of the Whistleblower by:

- Protecting the Whistleblower from retaliation;
- Maintaining the confidentiality of the Whistleblower; and
- Reviewing and considering any complaints of retaliation or any concerns that the disclosure has not been dealt with in accordance with the policy.

6. How are Whistleblowers protected?

Whistleblowers have statutory protections under the Act in addition to the protections provided by the Group under this Policy. Protections under the Act may include identity protection, protection from detrimental acts or omissions, compensation and remedies and liability protections.

The Group will ensure fair treatment of Whistleblowers and does not condone any form of reprisal (disciplinary or retaliatory) being taken against anyone for raising or helping to address a concern. The Group will take all reasonable steps to protect Whistleblowers from such retaliation.

Whistleblowers will not be personally disadvantaged as a result of reporting. Examples of disadvantage include dismissal, demotion, harassment, discrimination, interference with their role or bias.

Whistleblowers who feel they have been disadvantaged as result of reporting should approach the WPO.

Any person who participates in any reprisal against a Whistleblower will be subject to disciplinary action, which may result in termination of employment or reference to an external authority.

The Group retains the right to manage personal work-related grievances with a Whistleblower. These are matters that arise in the ordinary course of their employment or engagement (i.e. a separate or unrelated performance or misconduct issue).

7. Workplace Protection Officer Contact Details

Whistleblowers who feel they have been disadvantaged as a result of reporting should approach the Workplace Protection Officer (Elizabeth Winstanley, Head of People, ewinstanley@thiess.com).

Key contacts can also be found on the Thiess Intranet home page, under 'Code of Conduct and Ethics Line'.

8. ETHICS LINE

The Ethics Line is administered by an external provider to provide an independent and safe avenue for reporting 24 hours, 7 days per week.

Telephone*	Free call (Australia)	Free call (Indonesia)	Email Address
+61 3 9811 3261	1300 844 377	0800-1-844377	thiess@stopline.com.au

* A reverse call charge can be made by calling through the local country telephone operator. If located outside of Australia, employees should use this number and reverse the charges.

Policy Information

Owner:	General Counsel and Company Secretary, Thiess
Approved By :	Chief Executive Officer, Thiess
Effective Date:	1 December 2021

Note: Thiess reviews and updates this Policy from time to time to reflect its current information handling practices. Thiess will notify changes by posting an updated version of the Policy to the Thiess website.