

## Whistleblower Policy

### Introduction

Ausenco's policies, principles and values have been developed to ensure high standards of conduct and ethical behaviour in all of our business activities globally. This Whistleblower Policy (Policy) has been adopted to ensure that people can raise concerns regarding actual or suspected contravention of our ethical and legal standards without fear of reprisal or feeling threatened by doing so.

This Policy aims to:

- encourage people to report an issue if they genuinely believe someone has contravened our policies, principles, values, or the law;
- outline how Ausenco will properly deal with all reported misconduct or unethical behaviour; and
- assist in ensuring that serious misconduct or unethical behaviour is identified and dealt with appropriately.

### Who does this Policy apply to?

This Policy applies to all people and representatives of the Ausenco group of companies, including employees, contractors and officers, whether full time, part time or casual at any level of seniority wherever employed or engaged.

### What sort of concerns should be reported?

All personnel are encouraged to report any genuine matters or behaviours that they honestly believe contravene Ausenco policies, principles, values or the law. For the purposes of making a report under this Policy, matters may include any actual or suspected:

- corrupt activities
- theft, fraud or misappropriation
- significant mismanagement or waste of funds or resources
- serious harm to public health, safety or environment

- conduct or practices which are illegal or breach any law.

The matter must be serious enough that it would, if proven, constitute:

- a criminal offence
- reasonable grounds for dismissing, or otherwise terminating, the services of an employee or representative
- reasonable grounds for significant disciplinary action.

### Who can you talk to?

If you become aware of any matter or behaviour you think contravenes Ausenco's Principles of Ethics and Fairness, other policies or the law, then you should:

- report the matter to Belinda Smith, Company Secretary by phone (+61 7 3169 7978) or by email (belinda.smith@ausenco.com);
- report the matter to Neil Trembath, Chief People Officer by phone (+61 7 3169 7909) or by email (neil.trembath@ausenco.com); or
- report the matter to Craig Allen, Chief Financial Officer by phone (+61 7 3169 7210) or by email (craig.allen@ausenco.com).

### What happens after a report is made?

We will investigate all reported concerns appropriately and will, where applicable, provide feedback regarding the investigation's outcome. We will take the necessary course of action in response to a report and if no action is taken we will give you an explanation.

Your identity and the fact that you have made a report and the contents of the report will be kept confidential. The report will not be disclosed to anyone except

those that are actively involved in investigating the matters raised in the report.

### **What happens to you as a whistleblower?**

You will not be discriminated against or disadvantaged in your employment with Ausenco for making a report in accordance with this Policy, nor will you receive reprisals due to your actions in making a report. Ausenco will take all reasonable steps to ensure that adequate and appropriate protection is provided for those who, in good faith, make a report. This protection applies if the matter is proven or not, regardless of whether it is reported to an external authority.

Whistleblowing is not about airing a grievance. It's about reporting real or perceived malpractice. A report may damage the career prospects and reputation of people who are the subject of serious allegations and therefore if your report is not made in good faith or is found to be malicious, deliberately misleading or frivolous, you may be subject to disciplinary action.