

# Anonymous Whistleblower Policy

## Introduction

Ausenco's policies, principles and values have been developed to ensure high standards of conduct and ethical behavior in all our business activities globally. This Anonymous Whistleblower Policy is to ensure that our employees, agents, vendors, contractors and customers can raise concerns regarding actual or suspected contravention of our ethical and legal standards without fear of reprisal.

This policy aims to:

- Encourage people to report an issue if they genuinely believe that someone has contravened our policies, principals, values, standards, or the law
- Outline how Ausenco will deal with all reported misconduct or unethical behavior
- Assist in ensuring that serious misconduct or unethical behavior is identified, investigated (if necessary) 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 directors, officers, employees, contractors, and agents, 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 behavior that they honestly believe contravenes Ausenco policies, principles, values, standards, or the law. For the purposes of making a report under this policy, matters may include any actual or suspected:

- corrupt activities, such as offering or accepting bribes, kick-backs or inducements
- theft, fraud or misappropriation
- significant mismanagement or waste of funds or resources
- serious harm to employees, public health, safety or the environment
- conduct or practices which are illegal or breach any law
- irregular accounting practices
- workplace harassment, violence, and inappropriate behavior
- quality concerns.

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 any employee, contractor representative or agent
- reasonable grounds for significant disciplinary action.

## Reporting an incident/matter

If you become aware of any matter or behavior that you think contravenes Ausenco's Principles of Ethics and Fairness, other policies or the law, then you should discuss the matter with your supervisor.

If you are not comfortable discussing the matter with your supervisor, or don't believe that your concerns will be taken seriously, then you should engage the Anonymous Whistleblower "Alertline" and raise your concern in accordance with the procedure outlined below.

The "Alertline" is maintained 24 hours a day, 7 days a week, 365 days a year by a 3rd party independent of Ausenco. You can contact the "Alertline" by either telephone through a toll-free telephone service hosted by Global AT&T (details at the end of this policy) or online at [www.Ausenco.alertline.com](http://www.Ausenco.alertline.com).

By utilising an independent 3rd party to host the "Alertline", your identity, the fact that you have made a report and the contents of that submission are anonymous and confidential. Unless you choose to have your identity known, it will not be possible for anyone within Ausenco to obtain that information from our service provider.

## Making a report via the toll-free hotline

If you are accessing the hotline from outside of North America, first dial the Global AT&T access number relevant to the country you are calling from as listed in the table below. When prompted, key in the number for the USA which is **855-216-6145**; and then follow the prompts as provided.

If you are accessing the hotline from within North America simply dial **855-216-6145** and follow the prompts as provided.

### What happens after a report is made?

A summary, excluding the reporter's identifying details, of all submissions submitted through the Anonymous Whistleblower "Alertline" are forwarded to the company's Internal Audit, Company Secretary and People & Performance group at Corporate.

We will investigate all reported concerns and will, where applicable, provide feedback regarding the investigation's outcome. We will take the necessary course of action in response to all submissions.

Your identity (if you have disclosed it) and the facts of the report will only be disclosed to those that are actively involved in investigating the matters raised.

### What happens to whistleblowers?

Under no circumstances will the report of such information that the employee reasonably believes to be factual and is made in good faith be the basis for retaliatory action against the employee making the report. This is not an amnesty provision. If an individual who files a report is later discovered to have actively participated in activities that violate this program and / or the Ausenco Code of Conduct, or to have filed a false report, they will be subject to appropriate disciplinary action.

Whistleblowing is not about airing grievances. It's about reporting breaches of Ausenco's Principles of Ethics and Fairness, other policies or the law. A false or inaccurate report can damage the career prospects and reputation of people who are the subject of unfounded allegations. 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, to the extent your identity can be determined.

AT&T Global Access Codes			
Country of call origin	AT&T Direct® Code – Dial the number shown below and then 855-216-6145 when prompted	Country Code	City Code
Argentina (ALA Spanish)	0 800 288 5288	54	Cordoba 351, Santa Fe 342, Buenos Aires 11
Argentina (Telecom)	0 800 555 4288	54	Santa Fe 342, Buenos Aires 11, Cordoba 351
Argentina (Telefonica)	0 800 222 1288	54	Santa Fe 342, Cordoba 351, Buenos Aires 11
Australia (Optus)	1-800-551-155	61	Melbourne (Vic) 3, Adelaide 8, Canberra (Nsw) 2, Sydney (Nsw) 2
Australia (Telstra)	1-800-881-011	61	Adelaide 8, Melbourne (Vic) 3, Canberra (Nsw) 2, Sydney (Nsw) 2
Brazil	0800 890 0288 or 0800-8888-288	55	Brasilia 61, Sao Paulo 11, Salvador 71, Rio De Janeiro 21
Chile (AT&T Chile)	171 00 311	56	Santiago 2, Concepcion 41, Valparaiso 32
Chile (AT&T Chile Spanish)	171 00 312	56	Valparaiso 32, Concepcion 41, Santiago 2
Chile (AT&T Node)	800-225-288	56	Concepcion 41, Santiago 2, Valparaiso 32
Chile (ENTEL)	800-360-311	56	Concepcion 41, Valparaiso 32, Santiago 2
Chile (ENTEL Spanish)	800-360-312	56	Concepcion 41, Santiago 2, Valparaiso 32
Chile (Telefonica)	800-800-288	56	Valparaiso 32, Concepcion 41, Santiago 2
China, PRC - Northern region, Beijing and vicinity	108-888	86	Tianjin 22, Changchun 431, Harbin 451, Shenyang 24, Qingdao 532, Jinan 531, Hohhot 472, Taiyuan 351, Beijing (Peking) 10, Kaifeng 378, Dalian 411, Shijiazhuang 311, Jilin 453, Zhengzhou 371



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China, PRC - Southern region, Shanghai and vicinity	108-11	86	Guangzhou (Canton) 20, Chengdu 28, Xian 29, Suzhou 557, Fuzhou (Fujian) 591, Shanghai 21, Shenzhen 755, Hangzhou 571, Nanjing 25, Xiamen 592, Guilin 773, Zhuhai 756
Colombia	01 800 911 0010	57	Cali 2, Medellin 4, Bogota 1
Colombia (Spanish)	01 800 911 0011	57	Bogota 1, Cali 2, Medellin 4
India	000-117	91	Bombay (Mumbai) 22, Calcutta 33, New Delhi 11
Indonesia	001-801-10	62	Jakarta 21, Medan 61, Bandung 22
Kazakhstan	8 ^ 800-121-4321	7	Alma Ata (Almaty) 327, Chimkent 3252, Guryev 31222
Peru (Americatel)	0-800-70-088	51	Lima 1, Arequipa 54, Piura 73
Peru (Telephonica)	0-800-50-288	51	Lima 1, Arequipa 54, Piura 73
Peru (Telephonica Spanish)	0-800-50-000	51	Arequipa 54, Lima 1, Piura 73
Saudi Arabia	1-800-10	966	Makkah (Mecca) 2, Riyadh 1, Jeddah 2
Thailand	1-800-0001-33 or 001-999-111-11	66	Bangkok 2, Nakhon Sawan 56, Chiang Mai 53