

WHISTLEBLOWERS POLICY

Fleurieu Cranes Pty Ltd is committed to conducting business with regard to the highest principles of accountability and ethical conduct whilst encouraging and supporting outstanding values, compliance and solid corporate governance.

This policy provides a safe and confidential environment for individuals who believe they have discovered illegal or unethical activities. Upon such discoveries; this policy shall be followed and Fleurieu Cranes shall:

- Investigate all formal complaints. If there is evidence of criminal activity then the investigating officer must inform the relevant authority as soon as practicable.
- Ensure that internal investigations do not hinder formal police investigations.
- Treat all such disclosures in a confidential and sensitive manner. The identity of the individual making the allegation will be kept confidential unless it is required for an investigation.
- Address any complaints of retaliation, bribery or intimidation against workers who in good faith report a concern about illegal or unethical conduct. (Retaliation against any such employee will not be tolerated and will be subject to disciplinary action).
- Keep the complainant informed of the progress of the investigations and, if appropriate, of the final outcome.

Breaches or other concerns may include:

- criminal activity
- failure to comply with statutory obligations
- acts or practices considered dangerous to health, safety or environment
- improper conduct or unethical behaviour
- attempts to conceal any of above.

Philip Allen
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MANAGING DIRECTOR


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SIGNATURE

24 June 2019
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DATE