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Coverage & Purpose

The purpose of this document is to set out the Tuas Group policy regarding Whistleblowers and the general procedure applied in the event of a Disclosure by a Whistleblower.

The relevant individuals who should have regard to this Policy and Procedure are:

- (a) current and former employees of each Tuas Group Member;
- (b) current and former officers of each Tuas Group Member;
- (c) current and former contractors, or their employees, who have supplied goods or services to the Tuas Group. This can be either paid or unpaid and can include volunteers;
- (d) current and former associates of each Tuas Group Member; and
- (e) individuals who provide information in support of a Whistleblower Disclosure; and
- (f) any relative, dependant or spouse of a person described in (a) to (d) above.

Generally, work-related grievances relating to Unsatisfactory Work Performance or misconduct are referred to as Not Disclosable Conduct and would not be covered by this Policy and Procedure. Disclosures made relating to Not Disclosable Conduct do not qualify for protection under the *Corporations Act 2001* (NSW) (**Corporations Act**).

However, there are certain instances when Disclosures may be about or include work-related grievances and disclosures in these instances may qualify for protection. Such Disclosures include those:

- (a) which include information about misconduct and/or a personal work-related grievance (mixed report);
- (b) where the Tuas Group has breached employment or other laws punishable by imprisonment for a period of 12 months or more, engaged in conduct that represents a danger to the public, or where the Disclosure relates to information that suggests misconduct beyond the Whistleblower's personal circumstances;
- (c) when the Whistleblower suffers from or is threatened with detriment for making a Disclosure; and
- (d) when the Whistleblower seeks legal advice about the operation of the Whistleblower protections under the Corporations Act.

Policy

- 1 The Tuas Group is committed to the protection of Whistleblowers who make Disclosures about Disclosable Conduct occurring within the Tuas Group and complying fully with the laws covering the Tuas Group relating to Whistleblower protection.
- 2 All Officers, Employees and Contractors of the Tuas Group must comply with this Policy and Procedure.
- 3 This Policy and Procedure will be available to all officers and employees of the Tuas Group via the Tuas Group's internal communications channels and to contractors via the Tuas Group public website.
- 4 This Policy and Procedure should be considered together with the Company's General Code of Conduct.

Definitions

| Term | Definition |
|----------------------------|---|
| Allegation | Disclosable Conduct raised in a Disclosure by a Whistleblower made under this Policy and Procedure. |
| Auditor | a third party retained by the Tuas Group who conducts audits for the Tuas Group. |
| Contractor | an entity that is not a wholly owned subsidiary of the Tuas Group and is a paid supplier of goods or services to the Tuas Group. |
| Detrimental Conduct | <p>conduct prohibited by law which may be aimed at Whistleblowers; and examples of such conduct are as follows (but not limited to):</p> <ol style="list-style-type: none">1 dismissal of an Employee;2 injury of an Employee in his or her employment;3 alteration of an Employee's position or duties to his or her disadvantage;4 discrimination between an Employee and other Employees of the same employer;5 harassment or intimidation of a person;6 harm or injury to a person, including psychological harm;7 damage to a person's property;8 damage to a person's reputation;9 damage to a person's business or financial position; or10 any other damage to a person. |
| Disclosure | a report of Disclosable Conduct to an Eligible Recipient under this Policy and Procedure. |
| Disclosable Conduct | <p>misconduct, or poor or unacceptable practice, improper state of affairs or circumstances relating to the Tuas Group, or an Officer or Employee of the Tuas Group, including:</p> <ol style="list-style-type: none">1 fraudulent, illegal, dishonest, deceitful and/or corrupt conduct such as money laundering or misappropriation of funds, offering or accepting bribes or any financial irregularities;2 conduct in breach of Australian State or Commonwealth laws or other laws;3 conduct which amounts to a breach of applicable industry practices, and codes covering the Tuas Group;4 unethical behaviour (either generally, or in breach of the General Code of Conduct); |

| Term | Definition |
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| | <p>5 conduct which is in serious breach of an applicable published Tuas Group policy;</p> <p>6 other obvious, serious, improper or conduct not listed above;</p> <p>7 any other abnormal conduct that may result in financial or non- financial loss to the Tuas Group or is otherwise detrimental to the interests or reputation of the Tuas Group;</p> <p>8 engaging in or threatening to engage in detrimental conduct against a person who has made a Disclosure or is believed or suspected to have made, or be planning to make, a Disclosure.</p> |
| <p>Eligible Recipient</p> | <p>any persons within or outside of the Tuas Group to whom Disclosures may be made or provide advice on any matters relating to Disclosable Conduct or Disclosures. These persons may include:</p> <p>Internal</p> <p>1 the appointed recipients (also known as Whistleblower Officers) are Officers or Senior Managers of a relevant Tuas Group Member.</p> <p>External</p> <p>2 auditor of the Tuas Group;</p> <p>3 legal practitioners;</p> <p>4 regulatory bodies and other external parties such as Australian Securities and Investments Commission (ASIC), Australian Prudential Regulation Authority (APRA) or another prescribed Commonwealth body as appropriate;</p> <p>5 Journalists (for Public Interest Disclosures or Emergency Disclosures only); or</p> <p>6 parliamentarians (for Public Interest Disclosures or Emergency Disclosures only).</p> |
| <p>Emergency Disclosures</p> | <p>an Emergency Disclosure made by a Whistleblower qualifies for protection if:</p> <p>1 the Whistleblower has previously made a Disclosure (Previous Disclosure) that qualifies for protection; and</p> <p>2 the Whistleblower has reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment; and</p> |

| Term | Definition |
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| | <p>3 the Whistleblower gives the Eligible Recipient to which the Previous Disclosure was made a written notification that:</p> <ul style="list-style-type: none"> – includes sufficient information to identify the Previous Disclosure; and – states that the Whistleblower intends to make an Emergency Disclosure; and <p>4 the Emergency Disclosure is made to:</p> <ul style="list-style-type: none"> – a member of the Parliament of the Commonwealth, the Parliament of a State or the legislature of a Territory; or – a Journalist; and <p>5 the extent of the information disclosed in the Emergency Disclosure is no greater than is necessary to inform the recipient referred to in paragraph 4 above of the substantial and imminent danger.</p> |
| Employee | any persons engaged, or formerly engaged, by a Tuas Group Member through an an individual employment contract. |
| Journalist | <p>a person who is working in a professional capacity as a journalist for any of the following:</p> <ol style="list-style-type: none"> 1 a newspaper or magazine; 2 a radio or television broadcasting service; 3 an electronic service (including a service provided through the internet) that: <ul style="list-style-type: none"> – is operated on a commercial basis, or operated by a body that provides a national broadcasting service (within the meaning of the <i>Broadcasting Services Act 1992</i> (Cth)); and – is similar to a newspaper, magazine or radio or television broadcast. |
| Officer | a person who is a director or secretary of any Tuas Group Member. |
| Public Interest Disclosure | <p>Public Interest Disclosures made by a Whistleblower qualify for protection if:</p> <ol style="list-style-type: none"> 1 the Whistleblower has previously made a Disclosure (Previous Disclosure); and 2 at least 90 days have passed since the Previous Disclosure was made; and |

| Term | Definition |
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| | <p>3 the Whistleblower does not have reasonable grounds to believe that action is being, or has been, taken to address the matters to which the Previous Disclosure related; and</p> <p>4 the Whistleblower has reasonable grounds to believe that making a further Disclosure would be in the public interest; and</p> <p>5 after the end of the period referred to in 2, the Whistleblower gave the previous Eligible Recipient to which the Previous Disclosure was made a written notification that:</p> <p>6 includes sufficient information to identify the Previous Disclosure; and</p> <p>7 states that the Whistleblower intends to make a Public Interest Disclosure; and</p> <p>8 the Public Interest Disclosure is made to:</p> <p>9 a member of the Parliament of the Commonwealth, the Parliament of a State or the legislature of a Territory; or</p> <p>10 a Journalist; and</p> <p>11 the extent of the information disclosed in the Public Interest Disclosure is no greater than is necessary to inform the Eligible Recipient referred to in 6 of the misconduct or the improper state of affairs or circumstances referred to in subsection 1317AA(4) or the conduct referred to in subsection 1317AA(5) of the Corporations Act, as the case may be.</p> |
| Reasonable grounds | a reasonable person would also suspect the information indicates misconduct or a breach of the law. |
| Regulatory Body | in the context of this Policy and Procedure, this is ASIC, APRA and the Australian Taxation Office (ATO). |
| Secretary | a Company Secretary of a Tuas Group Member |
| Senior Manager | an Employee other than a Director or Secretary, who reports to the Executive Chairperson of a Tuas Group Member. |
| Tuas Group | Tuas Limited ACN 639 685 975 and each of its wholly owned subsidiaries (each Tuas Group Member). |

| Term | Definition |
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| Unsatisfactory Work Performance | <p>may include but is not limited to:</p> <ol style="list-style-type: none"> 1 inability to meet standards of performance required for roles; 2 delivering unsatisfactory quality or quantity of work on a consistent basis; 3 non-completion of tasks or allocated work within specified time frames; 4 non-commitment to the Tuas Group's goals, objectives and corporate values. |
| Whistleblower | any person covered by this policy and making a Disclosure. |
| Whistleblower Investigation Officer | the person appointed by the Eligible Recipient to investigate the Allegation/s. Usually reports to a Senior Executive preferably responsible for Legal, Risk and/or Compliance; and/or from an area of the Tuas Group that is independent of line management in the area that is the subject of the Disclosure. |
| Whistleblower Protections Officer | usually a Senior Manager or an Employee who will support and provide protection to the Whistleblower in accordance with this document. |

References

| Item | Location |
|--|---|
| Corporations Act 2001, Volume 4, Part 9.4AAA - Protection for Whistleblowers | https://www.legislation.gov.au/Series/C2004A00818 |
| ASX Corporate Governance Principles and Recommendations | http://www.asx.com.au/regulation/corporate-governance-council.htm |
| ASIC | https://asic.gov.au/ |
| APRA | https://www.apra.gov.au/ |
| General Code of Conduct | www.tuas.com.au |

Procedure

1 Making a Disclosure

- 1.1 Any person who wishes to make a Disclosure should do so by:
- (a) Contacting an Eligible Recipient:
Richard Tan
Email: RichardCY.Tan@tpgtelecom.com.sg
 - (b) Where the report may involve or include the appointed Eligible Recipient as outlined above, a Whistleblower may contact the appointed alternative Eligible Recipient:
Company Secretary
Email: secretary@tuas.com.au
Number: T +61 2 9111 2883
- 1.2 Changes to appointed Eligible Recipients will be notified to any person associated with the Tuas Group at the first available opportunity.
- 1.3 Disclosures may be made verbally or in writing.
- 1.4 A Whistleblower may choose to remain anonymous while making a Disclosure, over the course of the investigation and after the investigation is finalised. Measures and/or mechanisms for protecting anonymity include:
- (a) All communication with a Whistleblower may be via telephone and/or email and a Whistleblower may anonymise their caller ID and/or email address, and
 - (b) Whistleblower may adopt a pseudonym for the purpose of their Disclosure. This may be appropriate in circumstances where the Whistleblower's identity is known to their supervisor, the Whistleblower Protection Officer or equivalent but the Discloser prefers not to disclose their identity to others.
- 1.5 All Disclosures must be marked "Confidential" and include all known facts related to the report of Disclosable Conduct to facilitate a full investigation.
- 1.6 Whilst it is important that all known and available facts regarding the report of Disclosable Conduct, it should not be expected that irrefutable evidence to support the concerns raised be provided as this is the purpose of the investigation.
- 1.7 It is in the Tuas Group's interests to be made aware of suspicions of Disclosable Conduct as soon as possible and for the Tuas Group to act expeditiously.
- 1.8 Where a false Disclosure has been reported, an internal investigation may be undertaken, and findings of misconduct may be dealt with through the Tuas Group's relevant disciplinary procedures relating to misconduct.
- 1.9 Alternative channels are available should the Whistleblower deem making a Disclosure via internal channels inappropriate due to the circumstances. Other channels can be any person or entity who is eligible to receive a Disclosure under the Corporations Act, such as:
- (a) ASIC or APRA;
 - (b) Any person/s or body/bodies prescribed by relevant regulations, including the ATO.
- 1.10 Persons can also make Disclosures to a Journalist or parliamentarian. Parliamentarians' criteria for Public Interest Disclosures or Emergency Disclosures currently involve:
- (a) A Disclosure must have previously been made to ASIC, APRA or a prescribed body and written notice provided to the body to which the Disclosure was made.
 - (b) In the case of a Public Interest Disclosure, at least 90 days must have passed since the previous Disclosure.

- (c) The Whistleblower should contact an independent legal advisor prior to making a Public Interest Disclosure or an Emergency Disclosure.

2 Protections for Whistleblowers

2.1 The Whistleblower qualifies for protections if:

- (a) they are covered by this Policy and Procedure; and
- (b) the Disclosure is made to:
 - (i) ASIC;
 - (ii) a Senior Manager; or
 - (iii) a person or persons authorised by Tuas to receive Disclosures i.e. an Eligible Recipient (or Whistleblower Officer); and
- (c) the Whistleblower informs the Eligible Recipient their name before making the Disclosure; and
- (d) the Whistleblower has reasonable grounds to suspect that the information indicates that:
 - (i) there are serious concerns that misconduct is occurring;
 - (ii) there is an improper state of affairs or circumstances;
 - (iii) the Tuas Group, an Officer or Employee of the Tuas Group has, or may have, contravened the Corporations Act, other Financial sector laws enforced by ASIC or APRA, or any other law of the Commonwealth which is punishable by imprisonment for a period of 12 months; or
 - (iv) there may be a danger to the public or the financial system.

2.2 The Tuas Group will endeavour to protect the confidentiality of Whistleblowers:

- (a) if required by the following appropriate parties and required at law:
 - (i) ASIC or APRA;
 - (ii) the Australia Federal Police;
 - (iii) legal practitioner, for the purposes of seeking legal advice or representation;
 - (iv) person or body prescribed by regulations; or
- (b) with the consent of the Whistleblower, unless:
 - (i) the information does not include the Whistleblower's identity;
 - (ii) Tuas has taken all reasonable steps to reduce the risk that the Whistleblower will be identified from the information; and
 - (iii) it is reasonably necessary for investigating the issues raised in the Disclosure.

2.3 To protect the welfare, assist with the management and minimisation of stress and provide additional support Whistleblowers can access the Tuas Group's Employee Assistance Program provider for confidential independent counselling. The Tuas Group will also consider providing professional and/or legal services.

2.4 To minimise risk of detriment to a Whistleblower, the Tuas Group will:

- (a) Accommodate reasonable modifications to how the Whistleblower performs their work duties and/or where they perform their work duties from;
- (b) Address risks of isolation, bullying or harassment;
- (c) Manage conflicts which may occur and;
- (d) Ensure fairness when managing the performance of or taking other management action.

- 2.5 Whistleblowers may:
- (a) Lodge a complaint with a regulator such as ASIC or APRA, should they suffer detriment such as isolation or harassment as a direct result of disclosing and remedies.
 - (b) Seek compensation and other remedies through the courts if:
 - (i) They suffer loss, damage or injury because of a Disclosure; and
 - (ii) the Tuas Group failed to take reasonable precautions and did not exercise due diligence to prevent the detrimental conduct.
 - (c) Seek further protections which extend to the following:
 - (i) Civil liability i.e. any legal action against the Whistleblower for breach of an employment contract, duty of confidentiality or another contractual obligation.
 - (ii) Criminal liability i.e. attempted prosecution of the Whistleblower for unlawfully releasing information, or other use of the Disclosure against the Whistleblower in a prosecution (other than for making a false Disclosure).
 - (iii) Administrative liability i.e. disciplinary action for making the Disclosure.
- 2.6 The Disclosure, including all information submitted to the Eligible Recipient/Officer by the Whistleblower will be:
- (a) Held in strict confidence and stored in a secure location by the Eligible Recipient/Officer.
 - (b) Disclosed to persons not connected with the investigation under the following circumstances:
 - (i) The Whistleblower has consented in writing to the Disclosure. The evidence of such written consent will be stored with the initial Disclosure and/or other material as provided by the Whistleblower; or
 - (ii) The Eligible Recipient/Officer or an appropriate other party is required at law to do so;
 - (iii) The information does not include the Whistleblower's identity;
 - (iv) The Tuas Group has taken all reasonable steps to reduce the risk that the Whistleblower will be identified from the information; and
 - (v) It is reasonably necessary for investigating.
- 2.7 These protections pertain not only to internal Disclosures but also to Disclosures made to legal practitioners, regulatory and other external bodies and Disclosures which may turn out to be incorrect.
- 2.8 An Employee who is mentioned in a Disclosure will be:
- (a) advised about the subject matter of the Disclosure as and when required by principles of natural justice and procedural fairness and prior to any actions being taken—for example, if the Disclosure will be the subject of an investigation; and
 - (b) advised of the outcome of an investigation into the Disclosure;
 - (c) may contact the Tuas Group's support services.

3 Handling and Investigation

- 3.1 Each Disclosure will be assessed and may be the subject of an investigation where the objective is to determine whether there is enough evidence to substantiate or refute the matters reported.
- 3.2 The Eligible Recipient/Officer will acknowledge receipt of a Disclosure within a reasonable period; meaning as soon as is practicable based on a case by case basis and dependent on the nature of the Disclosure.
- 3.3 The Eligible Recipient/Officer will appoint an independent person or persons to investigate the Disclosure (**Whistleblower Investigation Officer**) and all additional material submitted regarding the Disclosable Conduct.
- 3.4 The Eligible Recipient/Officer is encouraged to consult with and request that the Whistleblower provide views regarding how the Disclosure may most appropriately be resolved or mitigated.

- 3.5 The Whistleblower must advise the Eligible Recipient/Officer of any interest or involvement they may have in the matter at the time of the initial Disclosure.
- 3.6 The investigation of the Disclosable Conduct will follow thorough and fair procedures and, wherever practical, be independent of the area in which the Whistleblower and the person who is the subject of the Disclosable Conduct is employed.
- 3.7 All investigation research material, findings, and interviews will be recorded in writing and securely stored with the original Disclosable Conduct submission.
- 3.8 The Whistleblower will be provided with updates at various stages of the investigation specifically, when investigation has commenced, whilst in progress and when investigation has been finalised. The nature and frequency of updates provided to be discussed and confirmed between the Whistleblower Investigation Officer and the Whistleblower.

4 Findings

- 4.1 Findings will be documented and shared with the Tuas Group's Legal Counsel and the Whistleblower.
- 4.2 Should the Whistleblower not be satisfied with the findings of the investigation, a review may be requested and will be conducted by a person or persons not involved in the handling and investigation of the initial Disclosure.
- 4.3 The review should be documented and shared with the Board, and the Audit and Risk Committee.
- 4.4 If the review determines that the investigation was conducted appropriately, and new information is either not available or new information did not change the original findings then this will conclude the matter.
- 4.5 Should the Whistleblower remain dissatisfied with the findings and/or consequent review, they can lodge a complaint with a regulator such as ASIC or APRA.

Verification and Records

Secure storage of the Whistleblower report and investigation report by the Whistleblower Officer.

Roles and Responsibilities

Whistleblower

- Cooperate with persons involved in any investigation carried out as a result of the Allegations made to the Eligible Recipient.

Eligible Recipient (Whistleblower Officer)

- Receive reports of misconduct or poor or unacceptable practices;
- Safeguard the interests of the Whistleblower;
- Facilitate the appointment of a Whistleblower Investigation Officer to investigate the report; and
- Ensure appropriate resources and support are made available to the Whistleblower and to those appointed to investigate.

Whistleblower Investigation Officer

- Determine whether there is enough evidence in support of the Disclosable Conduct raised or to refute the Disclosure made; and
- Determine and provide a timeframe for investigation, all undertakings pertaining to and findings, communicated to Whistleblower directly, and actioned as soon as is practicable based on a case by case basis and dependent on the nature of the Disclosure.

Whistleblower Protection Officers

- Provide support and protection to the Whistleblower in accordance with this policy,
- Provide mentoring and other support deemed necessary.

Human Resources and/or Internal Legal Team

- Contact point for Employees to seek confidential advice and/or information regarding the Tuas Group policy, processes relating to Disclosures and specifically who will be receiving the Disclosures, investigations and protections.