



PUBLIC INTEREST DISCLOSURE POLICY 'WHISTLEBLOWING'

The Company always strives to safeguard and act in the interest of the public and its employees. Employees are encouraged to bring to the attention of the Company any practices or actions of the Company, its employees or other agents, which they reasonably believe is against the public interest in that the practice or action is:

- A Criminal offence;
- A failure to comply with any legal obligation;
- A miscarriage of justice;
- A danger to the health and safety of any individual; or
- An attempt to conceal information on any of the above.

An employee should initially raise his or her concern about the above practices or actions with the Owner or Manager of the Company. All concerns raised will be kept strictly confidential.

Any employee raising such concerns in good faith will not be subject to any detriment either during or after his or her employment. The Company will also Endeavour to ensure that the employee is protected from any other intimidation or harassment by any other parties.

Where the employee who raises the concern is found to be culpable or in any way involved in the practice or action, or if the employee raises the concern maliciously or in a manner not prescribed in the Procedure above, then he or she may be subject to the appropriate disciplinary action.

Employees must not disclose any concern within this procedure other than those in the above list.

Employees are strictly not permitted to publicize their concerns or abuse the procedure by maliciously raising unfounded allegations.

This Policy and procedure has been designed to ensure employees do not feel the need to raise concerns anonymously. Employees should be absolutely clear that the Company prefers that a concern is raised in a responsible manner rather than not at all.