

POLICY



“WHISTLEBLOWER”

Dept: 3 - People Culture
Primary Area: 30 - HR
Author: Annamarie Hews
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Our Policy:

At Safety Direct Solutions (SDS) we are guided by our company values. These values are the foundation of how we conduct ourselves and interact with each other, our clients, members, supplies, shareholders and other stakeholders. SDS is committed to ensuring corporate compliance and promoting ethical corporate culture by observing the highest standards of fair dealing, honesty and integrity in our business activities.

The purpose of this policy is to support and encourage the reporting of any instances of suspected unethical, illegal, corrupt, fraudulent or undesirable conduct involving SDS's business and provides protections and measures to individuals who make a disclosure in relation to such conduct without fear of victimisation or reprisal.

Confidentiality will be maintained at all times and information will only be released on a need-to-know basis.

This policy applies to any person who is, or has been, any of the following with respect to SDS:

- Employee;
- Director;
- Contractor (including sub-contractors and employees of contractors);
- Supplier (including employees of suppliers);
- Consultant;
- Auditor;
- Associate; or
- Relative, dependant, spouse, or dependant of a spouse of any of the above.

This policy will be made available on the SDS website and in any other ways that will ensure that it is made available to persons to whom this policy applies. It will also be made available to officers and employees of SDS on Employment Hero.

Please refer to the SDS Whistleblower Procedure for further instruction.

Authorised by:



Stewart Masson
General Manager

