

## WHISTLE-BLOWING POLICY

*Saunders International Limited ("Saunders") is committed to providing a workplace based on accountability, responsibility, and ethical behavior.*

This policy sets out how we support whistle-blowers if they need to report breaches of the law, or suspected improper, unethical, or unlawful conduct related to the Saunders International Limited group of companies (Saunders). It provides assurance that anyone submitting a complaint in good faith may do so without fear of dismissal or retaliation.

### *We support whistle-blowers so they:*

- Know how to raise concerns and are aware of their rights and obligations, including the right to remain anonymous
- Feel safe in speaking up and raising concerns, free from the fear of dismissal or retaliation or victimisation

### *We provide a mechanism in how to make a disclosure to an eligible recipient:*

*An Eligible recipient includes:*

- A senior officer or manager of Saunders
- A person authorised by Saunders to receive a disclosure
- An auditor or actuary for the group

### *Confidentiality and anonymity*

The identity of the whistle-blower will be treated with strict confidentiality and will not be shared unless:

- The whistle-blower has provided prior consent
- Saunders are compelled by law or when requested by a regulator

### *Investigation*

Whistle-blower disclosures will be referred to the P&C manager to perform a preliminary review of the allegations. Investigations will be conducted, and the discloser will be kept informed of any outcome

### *Workplace protection*

The P&C manager will act as the Protection Officer of the matter. The P&C Manager is responsible to protect and safeguard the whistle-blower from retaliation and maintaining the confidentiality of the whistle-blower

This Policy is communicated to all employees and subcontractors through the induction process, and by placement of this policy in workplaces, and applies to all activities undertaken by Saunders .

*This policy will be subject to biennial review to ensure it remains relevant, adequate and effective.*



**MARK BENSON**  
*Managing Director & Chief Executive Officer*