



# Whistleblower Policy Statement

Port Waratah believes an effective Whistleblower Policy is a critical element of our corporate governance system designed to protect the organisation's long-term wellbeing and reputation. It is important for all employees, contractors, suppliers and other stakeholders to have recourse to an effective Whistleblower process.

A complaint or disclosure may be made regarding any reasonable suspicions of misconduct or an impropriety to the Manager Human Resources, a member of the Senior Leadership Team, CEO, Chairperson, Company Secretary or to our independent Whistleblower hotline service provider.

Whilst internal disclosure is always encouraged, a Whistleblower may be of the view that there is an exceptionally serious issue which warrants reporting to an external body. All disclosures must be made on reasonable grounds and must not be for the purpose of personal gain. Blowing the whistle does not lessen the guilt or criminal liability of a Whistleblower involved in wrongdoing, although this may be taken into account in any investigations.

## Port Waratah is committed to:

- Our values and our 5 Drivers for Success.
- Ensuring arrangements are in place for Whistleblowers to confidentially report any reasonable suspicions of misconduct or an improper state of affairs or circumstances.
- Maintaining best practice Whistleblowing procedures, including maintaining confidentiality to protect the identity of the Whistleblower and protecting Whistleblowers from detriment.
- Ensuring those found to have taken reprisal actions or victimised a Whistleblower face disciplinary action, including the possibility of dismissal. Whistleblowers making vexatious or malicious allegations may also be subject to disciplinary action, including the possibility of dismissal.
- Ensuring arrangements are in place for the independent investigation of such matters.
- Where the identity of the Whistleblower is disclosed, acknowledging all complaints or disclosures in writing to the Whistleblower within a reasonable timeframe, outlining the investigation process and undertaking to keep the Whistleblower informed of the progress and outcome of the investigation, subject to legal constraints.
- Ensuring appropriate follow-up action.
- Ensuring all employees, contractors, suppliers and other stakeholders maintain constant vigilance to ensure that they fully comply with their obligations in accordance with this Whistleblower Policy.
- Reporting on all complaints or disclosures to the Audit and Risk Committee.
- Establishing and reporting on Whistleblower objectives, targets and improvement programs to drive continual improvement in outcomes.

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- Providing the leadership, training and coaching required to ensure there is a strong awareness of Port Waratah Whistleblower process, expectations and accountabilities.

Port Waratah expects **EVERYONE** – employees, contractors, suppliers and other stakeholders to take personal responsibility to comply with this Policy, hold each other to account, and report any areas of concern in accordance with this Policy.



**Hennie du Plooy**  
**CHIEF EXECUTIVE OFFICER**

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