

Plan B Group Whistleblowing Policy

The Plan B Group is committed to best practice when it comes to corporate governance. For this reason we are pleased to advise that we have established a Group Whistleblower Policy.

What is a whistleblower?

A whistleblower is a person being a director, manager, employee, authorised representative or contractor of the Plan B Group of companies who, whether anonymously or not, makes, attempts or wishes to make a report in connection with reportable conduct and where the whistleblower wishes to avail themselves of protection against reprisal for having made the report.

A whistleblower who reports or seeks to report reportable conduct may request anonymity. Provided the law permits, Plan B will respect this request.

Reportable Conduct

Reportable conduct is conduct by a person or persons connected with the Plan B Group of companies which, in the view of a whistleblower acting in good faith, is:

- Dishonest;
- Fraudulent;
- Corrupt;
- Illegal;
- In breach of relevant legislation;
- Unethical (either representing a breach of the Plan B Group's Code of Conduct or generally);
- An unsafe work practice;
- Gross mismanagement;
- Serious or substantial waste;
- A repeated breach of administrative practice; or
- Any other conduct which may cause financial or non-financial loss or is otherwise detrimental to the Plan B Group of companies' interests.

Immunity from proceedings

Under our policy, a whistleblower, acting in good faith and who has not engaged in serious or illegal conduct, is immune from proceedings arising from their report.

It is a breach of our whistleblowing policy for any employee to cause any disadvantage to a whistleblower, their colleagues or relatives where they make a report in good faith. Examples of disadvantage include:

- Reprisals from other employees;
- Harassment or victimisation;
- Discrimination;
- Demotion or dismissal or loss of opportunity for promotion; and
- Current or future bias.

On the other hand, deliberately making a false report of reportable conduct is considered a serious matter that makes a person subject to proceedings.

What do I do if I want to report a matter?

We have set up two confidential ways for you to contact us.

You can ring 1300 761 110 and speak to our Group Whistleblower Protection Officer, the Head of Human Resources in the first instance or the Head of Risk Management and Assurance who is the Whistleblower Investigation Officer.

You can also request to speak to the Chairman of the Plan B Group Holdings Limited Board Audit and Risk Management Committee, who will accept your report.

In the alternative, you can send an e-mail to: whistleblower@planbonbline.com.

What happens next?

Once a report has been received, the Whistleblower Investigation Officer will review your report, ascertain the facts regarding the matter and report to the Plan B Group Holdings Limited Board.

Whistleblowers will receive a response to their report and we commit to updating whistleblowers on our progress in investigating and resolving their report.