



LEICHHARDT

POLICY

Whistleblower

Leichhardt Industrials Group is committed to ensuring breaches of our Policies and Values are reported and investigated so violations can be dealt with appropriately.

To support our commitment, we will:

- Ensure our policies, statements of commitment and supporting documents are communicated to all workers, contracting partners and visitors.
- Provide team members with the systems to report issues.
- Apply the principle of 'natural justice' when investigating possible issues.
- Ensure investigations are conducted confidentially to protect the identity of everyone involved.
- Take appropriate action where breaches are proven.
- Ensure no 'retaliation' or 'reprisals' occur to team members who raise issues.
- Providing support to team members who have been victims of breaches of our policies or statements of commitment.

Continually working to build a collaborative environment where everyone feels free to raise legitimate issues will create a culture where the right decision is made every time and supports our business success.

Scott Nicholas

Chief Executive Officer

11 April 2024