



## Whistle-blower Policy

The Board of Directors of Shaw Contracting (Aust) is committed to fostering a culture of compliance, ethical behaviour and good corporate governance.

Shaw values teamwork, respect, integrity and responsibility and wishes to encourage a culture where any officer, employee or contractor does not suffer detriment because of speaking up about potential misconduct concerns. This policy has been adopted to provide a safe and confidential environment to raise any such concerns without fear of reprisal.

### Policy Aims

The aims of this Policy are as far as is reasonably practicable to:

- encourage people within Shaw Contracting who are aware of wrongdoing to speak up and make a disclosure (report) of the wrongdoing;
- ensure individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported;
- ensure disclosures are dealt with appropriately and on a timely basis;
- form part of our risk management system and corporate governance framework;
- be one of the mechanisms of risk management to identify wrongdoing;
- provide transparency regarding our processes for receiving, handling and investigating internal disclosures;
- be available to all employees as part of their employment information;
- help deter wrongdoing;
- support our values; and
- meet our legal requirements.

### Coverage

This policy applies to Shaw Contracting's current and former employees, contractors, officers, directors, volunteers and their relatives, dependants or spouses.

Detailed reporting and investigation procedures is set out in the Whistle-blower procedure.

A handwritten signature in black ink, appearing to read "Joe Luttrell".

**Joe Luttrell**  
**Chief Executive Officer**  
**Shaw Contracting (Aust) Pty Ltd**