



# WHISTLEBLOWER PROTECTION POLICY

## OUR OBJECTIVES

Shaw is committed to promoting a culture of compliance, honesty, and ethical behaviour. Consistent with the Code of Conduct and our value of Integrity, Shaw encourages the reporting of Business Concerns in an environment where Shaw will ensure Whistleblower's are free from Victimisation.

This policy and the obligations imposed by Shaw's Code of Conduct, apply not only to employees (including current and former) of Shaw (whether permanent, fixed, or temporary, and including officers, directors, executives, managers and supervisors), but also includes subcontractors, associates and suppliers that provide goods or services to Shaw (and their employees). The policy also applies to the relatives, dependents, and spouses of those persons.

To deliver on this commitment, Shaw will comply with the legislation and regulations applicable to the geographical areas in which it operates. By redefining service excellence and delivering on our purpose of Building Tasmania's Future, we will ensure that we deliver a safe workplace, where whistleblowers free from victimisation, leaving a positive impact on the communities in which we work.

## OUR OBLIGATIONS

### At Shaw we will meet this objective by:

- Promote an environment where a Whistleblower is empowered to report a Business Concern, which they have reasonable grounds to suspect involves misconduct or an improper state of affairs to Shaw.
- Ensure a third party is appointed to handle whistleblower matters as an independent overseer.
- Ensure disclosures are investigated and managed appropriately and in a timely manner.
- Treat the investigation with sensitivity and maintain confidentiality of information, including the identity of the Whistleblower.
- Provide transparency regarding our processes for receiving, handling and investigating internal disclosures and grievances.
- Ensure systems and processes are in place that relate to Whistleblower Protection.
- Ensure Whistleblower protections are encompassed in enterprise risk.
- Provide all relevant information to and assist the investigator with their investigation.
- Ensuring there is a program of training to support the implementation of this Policy and support processes.
- Report to the Board incidents of any material incidents reported under this policy.
- Operate in line with the intent of our core values.
- Zero tolerance for retaliatory behaviour against whistleblowers.



Authorised by:

Joe Luttrell  
Chief Executive Officer

Board Endorsed on: 27 Sept 2025

