

Group Whistleblower Policy

Rationale and Scope

The Australia Post Group (Group) is committed to working and acting in a way that is consistent with Our Values (Trust, Inclusivity, Empowerment and Safety) and encouraging and supporting our people to speak up about serious wrongdoing.

This Group Whistleblower Policy (Policy) and Group Whistleblower Policy Guidelines (Policy Guidelines) set out the Group's procedures for receiving, handling, investigating and reporting actual or suspected serious wrongdoing (disclosures). These documents:

- provide the framework for escalating disclosures to encourage, promote and facilitate ethical and accountable conduct in everything we do;
- provide information and guidance about the definition of who is a whistleblower, how to report concerns, and the legal rights and protections that are available to whistleblowers; and
- play an important role in ensuring our people feel safe and secure to raise concerns without fear of retaliation or victimisation.

Policy Principles

The Group is committed to complying with the obligations relating to the protection of whistle blowers under Whistleblower Laws.

In line with this Policy, the Group will:

- treat disclosures of wrongdoing seriously and with priority;
- protect you from any detriment that may arise as a result of a suspicion you have made, or might make, a disclosure;
- provide fair treatment and support for an individual named in a disclosure;
- investigate a disclosure promptly, fairly and objectively, based on the information available; and
- maintain your confidentiality and respect your choice to make a disclosure anonymously if you wish to.

Scope

There are four different categories of disclosures that can be made under the Policy and Policy Guidelines:

- a public interest disclosure under the Public Interest Disclosure Act 2013 (Cth) (PID Act);
- a disclosure under the National Anti-Corruption Commission Act 2022 (NACC Act) (Cth);
- a disclosure under the Corporations Act 2001 (Cth) (Corporations Act) or Taxation Administration Act 1953 (Cth) (Taxation Administration Act); and
- any other disclosure of serious wrongdoing that the Group receives that may fall outside the first three categories.

If the disclosure does not raise a type of disclosable conduct, or you are not an eligible person or you do not disclose to an eligible recipient or authorised officer, as the case may be, as provided for under the PID Act, NACC Act, Corporations Act or Taxation Administration Act (Whistleblower Laws), you will not qualify for the specific protections for whistleblowers under those laws. However, the disclosure can still be escalated under this Policy.

This Policy and the Policy Guidelines do not apply to minor or personal work-related grievances and non-serious instances of suspected or actual wrongdoing which do not relate to systemic issues of misconduct (unless taken in retaliation for making a disclosure under this Policy). These concerns are more appropriately managed under the relevant Group policy or procedure that applies to that conduct.

Classification: **EXTERNAL**

This Policy and the Policy Guidelines apply to current and former employees of Australia Post and its subsidiaries. It also applies to others with a connection to the Group, including the Board of directors, current and former contractors, suppliers, Licensed Post Office licensees and employees, consultants, Group contracted service providers and their employees or subcontractors, public officials from other agencies, and any other whistleblower referred to in the Policy Guidelines.

This Policy and the Policy Guidelines will be made publicly available in order to facilitate and encourage reports of serious wrongdoing.