



RCR Tomlinson Ltd (“RCR”) is committed to maintaining an open working environment in which employees are able to raise concerns regarding actual or suspected unethical, unlawful or undesirable conduct.

To support this commitment RCR encourages employees to exercise their responsibility to raise concerns freely without fear of dismissal or discriminatory treatment.

**RCR’s commitment:**

- To provide channels through which inappropriate conduct can be reported and investigated.
- To protect individuals who in good faith, report conduct which they believe to be corrupt, illegal, unethical or undesirable without fear of dismissal, reprisal or victimization, irrespective of whether the allegation is proven or not.
- To not tolerate the harassment or victimization of anyone who raises a genuine concern and to deal with any such occurrences appropriately.
- To maintain confidentiality of the whistleblower’s identity as per the Corporations Act.

Any employee who wishes to raise concerns under this policy should first speak to their line manager or put the concern in writing to this person. If it is not appropriate – for any reason – to report to RCR’s Whistleblower Protection Officer.

RCR also recognizes that there may be issues of such sensitivity, in these cases, the RCR Whistleblower Hotline is available.

**Bruce James**

Chief Executive Officer