

Public Interest Disclosures (“Whistleblowers”) Policy

Policy Number – GOV-POL-008

1. Our Vision and Values

Our Vision:

“Tasmanian Irrigation (TI) is seen as an essential and valued partner in sustainably growing Tasmania’s agricultural sector and overall prosperity”.

Our Values:

- Integrity
- Collaboration and Communication
- Safety and Wellbeing
- Innovation and Optimisation
- Sustainability

2. Policy Purpose

- 2.1. The purpose of this Policy is to ensure persons reporting unlawful, unethical, and irresponsible behaviours, know who to contact, how to make a report, how investigations will be managed, and the protections available to them under applicable whistleblower regimes.
- 2.2. This Policy outlines TI’s commitment to public interest disclosures and must be read in conjunction with the attached **Public Interest Disclosure Procedure**.

3. Scope

- 3.1. This Policy applies to the following, but not limited to:
 - a) all employees of TI, including all directors, managers, full-time, part-time, casual, permanent, temporary, fixed-term employees, student placements, apprentices, trainees, and graduates (collectively “**Relevant Personnel**”); and
 - b) all TI suppliers, contractors, and their employees.
- 3.2. Disclosures relating to personal, work-related grievances (such as an interpersonal disagreement between employees, decisions about employment transfer or promotion or terms of employment) generally fall outside the scope of this Policy.

Approval Date: DD November 2024

Review Date: November 2027

Endorsed By: Chief Executive Officer

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4. Policy Statement

- 4.1. TI is committed to the highest standards of conduct and ethical behaviour in all of our business activities, and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance, and good corporate governance.
- 4.2. TI promotes a workplace culture that encourages employees to disclose unlawful, unethical, and irresponsible behaviours confidentially, anonymously, and on reasonable grounds without fear of reprisal or detrimental action.

5. Key Stakeholder Responsibilities

The Board

- 5.1. The Board is responsible for approving this Policy and providing governance oversight to TI's policies and procedures to manage conduct risks and ensure the highest standard of conduct and ethical behaviour.

Principal Officer and PID Officers

- 5.2. The Principal Officer and Public Interest Disclosure Officers (PID Officers) have responsibility for ensuring the provisions of the Whistleblower Laws are implemented by TI.
- 5.3. The Principal Officer is the CEO,
- 5.4. The PID Officers are:
 - General Counsel/ Company Secretary; and
 - Chief Financial Officer; or
 - Any other person or consultant appointed by TI from time to time.

All TI Relevant Personnel and contractors

- 5.5. All Relevant Personnel and contractors are expected to comply with this Policy, including upholding the protections and measures that apply to protected whistleblowers under this policy and the Whistleblower Laws.

6. Non-compliance

- 6.1. Failure to comply with the provisions of the Act may result in TI, or individual officers within TI, being subjected to criminal sanction.
- 6.2. It is an offence for a person to divulge information obtained as a result of the handling or investigation of a protected disclosure without legislative authority. The Act provides a maximum penalty of 60 penalty units, six months imprisonment or both.

Approval Date: 06 November 2024

Review Date: November 2027

Endorsed By: Board of Directors

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7. Training and awareness

- 7.1. All Relevant Personnel will undergo regular training on this Policy's requirements, including their rights and obligations prescribed under this Policy.
- 7.2. All employees will be provided a copy of the Policy as part of the employee onboarding exercise and as and when there has been a change to this Policy.

8. Public Interest Disclosure Procedure

- 8.1. The TI Board has approved the Public Interests Disclosure Procedure (the "**Procedure**") which includes the following matters;
 - a) How to make a disclosure;
 - b) Definition of disclosable matters;
 - c) Protection of Whistleblowers; and
 - d) Handling and Investigating a Disclosure.

9. Review

- 9.1. The Policy will be reviewed by the **Audit and Risk Committee** and approved by the Board every **three years** or in the event that there is a material change to relevant regulations or standards to ensure it remains effective.
- 9.2. The Policy will be available on TI's website within a reasonable time after any such updates or amendments have been approved, and in such other ways as to ensure the Policy is available to Relevant Personnel wishing to use it.

10. References

- 10.1. This Policy should be read in conjunction with:
 - Public Interest Disclosures Act 2002.
 - Corporations Act 2001 (Cth) ("**Corporations Act**")
 - Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019 (Cth)
 - GOV-PRO-008- Public Interest Disclosure Procedure
 - HR-POL-003- Code of Conduct Policy
 - GOV-POL-010- Conflict of Interests Policy
 - GOV-POL-006- Gifts and Benefits Policy
 - HR-POL-001- Respectful Workplace Policy

Policy Approved

Date:21/11/2024	Chair of the Board Signature	
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Approval Date: 06 November 2024

Review Date: November 2027

Endorsed By: Board of Directors

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