

# Policy: WHISTLEBLOWER POLICY

## Scope

This policy applies to all 360 Health + Community workers including the CEO and Board of Directors

## Purpose

The purpose of this policy is to:

- Encourage and support people to feel confident to speak up safely and securely if they become aware of wrong-doing or illegal or improper conduct within the Organisation;
- Set out the responsibilities of the Organisation and its management in upholding the Organisation's commitment to reporting any illegal, unethical or improper conduct; and
- Promote ethical behaviour and a culture of speaking up to deter wrong-doing.

## Position Statement

- The Whistleblower Policy deals primarily with supporting Disclosers following the reporting of a Reportable Matter (illegal, unethical or improper conduct), including protection measures required by law to be provided to Disclosers.
- The Company requires all Personnel to comply with this Whistleblower Policy and any applicable Whistleblower laws and regulations, including the provisions under the Corporations Act and Taxation Act.
- The Whistleblower Policy applies to all Disclosers of Reportable Matters.
- A copy of this Whistleblower Policy will be made available on the Company's intranet and website and in such other ways as will ensure the Whistleblower Policy is available to those wishing to use it.
- All Personnel are required to understand and comply with this Whistleblower Policy and to follow the reporting requirements set out in this Whistleblower Policy. Regular and appropriate training on how to comply with this Whistleblower Policy will be provided to relevant Personnel (including recipients and potential investigators and those with specific responsibility under this Whistleblower Policy) to ensure these people are aware of their rights and obligations under this Whistleblower Policy and under applicable whistleblower laws. It is the responsibility of all Personnel, temporary staff, contractors and consultants to ensure that they read, understand and comply with this Whistleblower Policy.

- An appropriate investigator (or investigators) may be appointed to investigate any reports made under this Whistleblower Policy. An investigator will be independent of the Discloser and individuals who are the subject of the disclosure. Where a Reportable Matter relates to the CEO, Whistleblower Investigating Officer or a director of the Company, the matter will be referred directly to the Chair of the Audit and Risk Committee or other appropriate person.
- A Discloser who makes a report under this Whistleblower Policy shall not suffer detriment (either actual or threatened), and The Organisation will take all steps to protect Disclosers from any form of detrimental treatment

This policy has been developed and will be reviewed on a three yearly cycle. All content will be updated to ensure it is compliant with relevant legislation, standards, rules and guidance.

No	Version	Date	Comments
1.			
2.			
3.			