

# Whistleblower and Public Interest Disclosure and Protection Policy

June 2023

## Purpose

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The purpose of this Whistleblower and Public Interest Disclosure Policy (**Policy**) is to:

- promote an open and transparent culture within CleanCo and commitment to a fair workplace;
- discourage wrongdoing and to encourage reporting of known or suspected misconduct in relation to CleanCo and its business;
- detail the types of disclosures that qualify for protection;
- outline the processes and procedures for the disclosure, assessment, investigation and resolution of reports of protected disclosures in relation to CleanCo;
- outline how CleanCo will support and protect individuals who make such reports; and
- outline how CleanCo will ensure appropriate consideration is given to the interests of persons who are the subject of a protected disclosure.

## Scope

This Policy applies to all current and former CleanCo officers, employees, consultants, associates, contractors and suppliers (including their employees). It extends to spouses, dependents, and other relatives of such persons who are making a Protected Disclosure.

## Values

Genuine:

- Committed to compliance and accountability with whistleblower and public interest disclosure obligations.

Collaborative:

- Sharing and displaying information relating to whistleblower and public interest disclosure obligations available to our people and stakeholders.
- Implementing a best practice framework for whistleblower and public interest disclosure obligations.
- Embracing a positive culture of complying with whistleblower and public interest disclosure obligations.

Curious:

- Understanding and complying with whistleblower and public interest disclosure obligations.
- Monitoring and managing our approach to complying with whistleblower and public interest disclosure obligations, with a critical review every two years.

Courageous:

- Empowering our people to raise concerns about potential misconduct, including breaches of this Policy.

## When does this Policy apply?

This Policy applies to Protected Disclosures, which are reports of particular types of misconduct and wrongdoing which attract special protections and which fall within the statutory definition of:

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- an eligible disclosure under the *Corporations Act 2001* (Cth) or *Tax Administration Act 1953* (Cth) (**Whistleblower Disclosure**); and/or
- a public interest disclosure under the *Public Interest Disclosure Act 2010* (Qld) (**Public Interest Disclosure**).

Both Whistleblower Disclosures and Public Interest Disclosures are referred to as **Protected Disclosures** in this Policy.

This Policy does not apply to reports of conduct which do not meet the definitions of a Protected Disclosure. Examples of conduct which may fall outside the definition of Protected Disclosures but which are serious and which should be reported include reports about sexual harassment, discrimination or bullying, or conduct which breaches CleanCo's policies. These types of complaints will not be Protected Disclosures unless the disclosure also concerns systemic issues which have significant implications for CleanCo that do not solely relate to the Discloser. CleanCo also takes complaints about other such conduct seriously, and will deal with it under its Respectful Workplaces Policy.

A personal work-related grievance is not a Protected Disclosure. A personal work-related grievance refers to a matter which concerns the Discloser's employment (or former employment) which may have implications for them personally. Personal work-related grievances will also be dealt with under CleanCo's Respectful Workplaces Policy.

## What will be a Protected Disclosure?

### Whistleblower Disclosures

The *Corporations Act 2001* (Cth) and the *Tax Administration Act 1953* (Cth) provide for protections for certain people making Whistleblower Disclosures (**Whistleblower Protection Scheme**).

Disclosures that qualify for protection under the Commonwealth Whistleblower Protection Scheme are:

- disclosures by current and former officers, employees and contractors of CleanCo and their family members (**Disclosers**) made to:
  - an Eligible Recipient at CleanCo;
  - the Australian Securities and Investments Commission;
  - the Commissioner of Taxation (in relation to taxation issues);
  - an external auditor or a member of CleanCo's audit team conducting an audit;
  - a registered tax agent of CleanCo;
  - a prescribed Commonwealth authority; or
  - a legal practitioner (for the purpose of obtaining legal advice about the operation of the Disclosure Protection Scheme); andwhere
- the Discloser has reasonable grounds to suspect that the disclosed information:
  - concerns misconduct or an improper state of affairs or circumstances in relation to CleanCo or one of its related bodies corporate, including in relation to its tax affairs; or
  - indicates that CleanCo, a related body corporate or one of its or their officers or employees has engaged in conduct that:
    - constitutes an offence against, or contravention of, the *Corporations Act 2001* (Cth)(Corporations Act), *Australian Securities and Investments Commission Act 2001* (Cth), *Tax*

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*Administration Act 1953* (Cth) and any instrument made under those Acts;

- an offence against other Commonwealth legislation that is punishable by imprisonment for 12 months or more; or
- represents a danger to the public or the financial system.

Whistleblower Disclosures do not necessarily involve a contravention of a law. For example, 'misconduct or an improper state of affairs or circumstances' could involve conduct that, whilst not unlawful, indicates a systemic issue of concern that the relevant regulator should know about to properly perform its functions.

There are two additional categories of disclosures which are protected under the Whistleblower Protection Scheme:

- 'public interest disclosures' (as defined under the Corporations Act, not the PID Act) which can be made to journalists and members of Parliament but only if the eligible Discloser complies with the strict requirements set out in the legislation; and
- 'emergency disclosures' which can be made to journalists and members of Parliament where there is a substantial and imminent danger to the health or safety of one or more persons or to the natural environment, and only if the Discloser complies with strict requirements set out in the legislation.

Before making a public interest or emergency disclosure, it is important that a Discloser understands the criteria for protection under the relevant legislation. CleanCo encourages Disclosers to obtain independent legal advice prior to making a public interest or emergency disclosure under the Whistleblower Protection Scheme.

### Public Interest Disclosures

The *Public Interest Disclosure Act 2010* (Qld) (**PID Act**) also provides for protections for Disclosers of certain public interest disclosures.

Any person (including current and former employees or officers of CleanCo) may make a Public Interest Disclosure about:

- a substantial and specific danger to the health or safety of a person with a disability;
- a substantial and specific danger to the environment; or
- a reprisal taken against anybody as a result of a Public Interest Disclosure.

An employee or officer of CleanCo may make a Public Interest Disclosure about conduct which could be corrupt conduct as defined in section 15 of the *Crime and Corruption Act 2001* (Qld). Because CleanCo is a Government Owned Corporation, other types of disclosures mentioned in the PID Act (such as maladministration) are not applicable.

For a report to be protected as a Public Interest Disclosure, the:

- Discloser must honestly and reasonably believe the information provided tends to show the conduct or danger; or
- information must tend to show the conduct or danger regardless of the Discloser's belief. Information that 'tends to show' wrongdoing or danger must be more than a mere suspicion. There must be information that indicates or supports a view that the wrongdoing or danger has or will occur; and
- the disclosure must be made to an Eligible Recipient in accordance with the requirements in this Policy.

### Making a Protected Disclosure

#### Making a Protected Disclosure to CleanCo

Wherever possible, a Protected Disclosure about CleanCo should first be made internally so that CleanCo has an opportunity to investigate the matter. This is usually the quickest and most effective way to correct wrongdoing and the option that best protects the Discloser from detriment or reprisal.

A Protected Disclosure can be made under this Policy to the Company Secretary, , or the CEO.

The Company Secretary can be contacted via the below details:

**Phone:** 07 3328 3708

**Email:** companysecretary@cleancoqld.com.au

**Mail:** Whistleblower Disclosure

C/- Company Secretary PO Box 952

Brisbane QLD 4000

CleanCo also provides a confidential external service for anonymous complaints. This whistleblower service is “Your Call”, available on CleanCo’s website. An anonymous report can be made 24/7 online at [www.yourcall.com.au/report](http://www.yourcall.com.au/report) or by calling 1300 790 228 Monday to Friday 9am – midnight AEST except Public Holidays.

Reports may also be made to any other of CleanCo’s Eligible Recipients (see list in Responsibilities section of this Policy below).

#### Making a Protected Disclosure to an external body

The Discloser may choose to make a disclosure to an agency external to the organisation because they are not satisfied with CleanCo’s response to a disclosure, or if they are concerned about confidentiality.

While employees are generally encouraged to make a disclosure to CleanCo as a first step, Disclosers will be respected and supported should they disclose to an external authority. It is very likely that the external authority will discuss the disclosure with CleanCo and CleanCo will make every effort to assist and cooperate with any external authority to work towards a satisfactory outcome.

Type of Protected Disclosure	External bodies who can accept disclosures
Whistleblower Disclosures	<ul style="list-style-type: none"><li>• Australian Securities and Investment Commission (ASIC)</li><li>• Australian Tax Office</li><li>• Other Commonwealth authority prescribed in the Corporations Regulations</li><li>• A qualified legal practitioner for the purpose of taking legal advice or legal representation in relation to the operation of the Commonwealth Protected Disclosure Scheme</li></ul>
Public Interest Disclosures	<ul style="list-style-type: none"><li>• Crime and Corruption Commission (CCC) for disclosures about corrupt conduct, including reprisal</li><li>• Member of the Legislative Assembly (Queensland Member of Parliament) for any wrongdoing or danger</li></ul>

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### What information needs to be included in a Protected Disclosure?

While there is no particular information that the Discloser needs to provide, the information provided should be clear, factual, avoid speculation and be presented in an unbiased fashion (and any possible perception of bias is disclosed).

Disclosures must be made honestly and on objectively reasonable grounds. This means a Discloser must have a genuine belief in its truth and/or, if available, provide evidence which tends to show the wrongdoing has occurred. However, a Discloser is not required (and is discouraged) from undertaking their own investigation into the matter before making the Protected Disclosure. A disclosure will be protected even if it eventually is not found to be true.

Reports to CleanCo should be titled 'Whistleblower report' and be marked 'confidential'.

Depending on the circumstances, the Discloser should where possible provide information on:

- the nature of the wrongdoing;
- the name, job title and workplace address of the person the subject of the disclosure;
- when (dates and times) and where the wrongdoing occurred;
- events surrounding the issue;
- if the Discloser did anything in response to the wrongdoing;
- others who also know about the wrongdoing and have allowed it to continue;
- if the Discloser is concerned about possible reprisal as a result of making the disclosure;
- names of others who may be able to support the disclosure or any other evidence to support the disclosure;
- steps already taken by the Discloser to report the matter internally should also be included, if relevant.

Disclosers will be asked by CleanCo to consent to limited disclosure of their identity, or information that is likely to lead to their identification, to enable CleanCo to deal with and/or investigate the matter. If consent is withheld, it may not be possible to adequately investigate and/or respond (if at all) to the disclosure.

### Anonymous disclosures

A Discloser can choose to make a disclosure anonymously and to remain anonymous over the course of the investigation and after the investigation is finalised – they may also decide not to answer questions that they feel could reveal their identity at any time, including during follow-up conversations. For example, they may do so because of concerns about their identity becoming known. If such concerns exist, a Discloser may prefer to adopt a pseudonym for the purposes of their disclosure (not their true name) – or to create an anonymous email address to make their Protected Disclosure. Anonymous disclosures are still capable of being protected under the legislation and this Policy.

Reporting anonymously may make it difficult for CleanCo to fully investigate a reported matter. For this reason, anonymous Disclosers are encouraged to maintain ongoing two-way communication with CleanCo (such as via an anonymous email address), so that questions can be asked and updates provided.

### False or Misleading Information

Disclosers must not intentionally provide false or misleading information when making a Protected Disclosure or in connection with an assessment or investigation about a Protected Disclosure.

If a discloser is found to have intentionally provided false or misleading information, disciplinary action may be taken against them (if they are an employee) or other action if they are an officer or contractor.

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Intentionally providing false or misleading information could also be an offence under the Corporations Act or PID Act.

### Assessment and initial steps

#### Deciding whether a matter is a Protected Disclosure

All reports of Protected Disclosures made under this Policy will usually be escalated to the Company Secretary for assessment, unless the report concerns alleged conduct by the Company Secretary, in which case, it will be escalated to the CEO.

Where appropriate, the Company Secretary or CEO will consult with the General Manager - Legal and Governance regarding the assessment of the disclosure and the appropriate action to be taken.

All disclosures, including those that are made anonymously, will be assessed by the Company Secretary to determine if the:

- disclosure concerns a matter about which a Protected Disclosure can be made, in accordance with the Whistleblower Protection Scheme and/or PID Act and this Policy;
- disclosure has been made to a proper authority under the PID Act or eligible recipient under the Whistleblower Protection Scheme and in accordance with this Policy; and
- person making the disclosure is able to receive the protections of the Whistleblower Protection Scheme and/or PID Act.

If there is doubt about whether a disclosure is a Protected Disclosure, further information may be obtained to inform the assessment. If doubt still remains, the Company Secretary will assume the disclosure is protected and manage it as if it is a Protected Disclosure.

If the Company Secretary assesses the complaint as not being a Protected Disclosure, the reasons for this will be explained to the Discloser in writing, as well as any other action CleanCo proposes to take in relation to the matter (for examples, managing it as a complaint under the Respectful Workplaces Policy). If the Discloser is dissatisfied with the decision, they can request a review by writing to the CEO of CleanCo within 28 days of receiving the written reasons for decision.

#### Initial steps

Upon receiving the Protected Disclosure, the Company Secretary will make an assessment as to whether it is to be referred to an external agency, such as the CCC, ASIC or police, for review or investigation or whether CleanCo is able to investigate the matter or deal with it in some other way. If the matter is to be referred to an external agency, the referral will be made in accordance with legislative and other requirements and after consultation with the Discloser.

The Company Secretary will also consider if any immediate action needs to be taken to halt the conduct or remedy the loss or danger to which the Protected Disclosure relates, noting that if the matter must be referred to an external agency, the Company Secretary will liaise with that agency before taking any steps to ensure that CleanCo does not prejudice any possible criminal or regulator investigation.

Once the matter has been assessed as a Protected Disclosure, the Company Secretary will advise the Discloser:

- that their information has been received and assessed as a Protected Disclosure under either or both of the Whistleblower Protection Scheme and/or PID Act;
- the action which will be taken by CleanCo in relation to the Protected Disclosure;

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- the likely timeframe involved;
- the Discloser's obligations regarding confidentiality, except as permitted by law;
- the protections the Discloser has under the legislation;
- the commitment of CleanCo to keep the Discloser's identity and the information disclosed confidential, except where permitted under the Whistleblower Protection Scheme and/or PID Act or with their consent;
- the Discloser's likely involvement in any action to be taken and how the Company Secretary will provide updates regarding intended actions and outcomes to the Discloser; and
- the arrangements that will be put in place to support the Discloser, including the name of any support person appointed and contact details for CleanCo's Employee Assistance Program.

If the Protected Disclosure has been made anonymously and the Discloser has not provided any contact details, CleanCo will not be able to acknowledge it or provide any updates.

### Assessment and management of reprisal risks

The Company Secretary will conduct an assessment to ensure that the health, safety and wellbeing of the Discloser is not put at risk as a result of making the disclosure, and assess the likelihood of the Discloser suffering reprisal action or detriment as a result of having made the disclosure.

The assessment will take into account the actual and perceived risk of the Discloser suffering reprisal or victimisation and will include consultation with the Discloser and seeking their consent to consult with other entities or third parties about the assessment, if required. The assessment of risk of reprisal to the Discloser and others associated with the Protected Disclosure and the control measures adopted will be proportionate to the risk and potential consequences of any reprisal.

If the assessment identifies a risk of reprisal, a risk management plan will be developed in consultation with the Discloser and will be regularly reviewed and amended, if required, until management of the Protected Disclosure is finalised.

## Investigations

Most Protected Disclosures will be referred for investigation. However, in some circumstances, alternative strategies for taking action on the Protected Disclosure may be implemented, for example:

- conducting an internal systems or forensic audit;
- reviewing relevant policies and procedures;
- instituting an appropriate risk management strategy to address future risks highlighted by the Protected Disclosure; or
- taking no action if the information disclosed has already been investigated or dealt with by another process, or the age of the information makes it impractical to investigate.

These alternative strategies may be preferable where, for example:

- the subject officer/s are no longer employed by CleanCo; or
- the disclosure is related to systems failures rather than individual misconduct.

Where an alternative strategy is adopted, CleanCo will make proper records of this and the reasons for it.

If a decision is made to investigate a Protected Disclosure, this will be done with consideration for the:

- principles of natural justice;
- obligations under the PID Act/the Whistleblower Protection Scheme to protect confidential information, including the identity of the Discloser as required;

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- obligations under the PID Act or Commonwealth Protected Disclosure Scheme to protect disclosers from reprisal or detriment; and
- rights of Subject Officers, including:
  - confirming that the Protected Disclosure is an allegation only until information or evidence obtained through an investigation substantiates the allegation;
  - providing them with information about their rights and the progress and outcome of any investigation; and
  - referring them to CleanCo's Employee Assistance Program for support.

If as a result of investigation the information about wrongdoing provided in the Protected Disclosure is substantiated, appropriate action will be taken.

Where the investigation does not substantiate wrongdoing but identifies areas for improvement, CleanCo will review systems, policies and procedures to identify whether there are improvements that can be made and consider whether staff training is required.

The Discloser will be informed of progress of the investigation and of the outcome by the Company Secretary.

## Protection of Disclosers

The following legislative protections are available where a report qualifies as a Protected Disclosure.

### Confidentiality and identity protection

Details about Protected Disclosures, investigations, and related decisions will be kept secure and accessible only to the people involved in the management of the Protected Disclosure or as required by law.

While all reasonable steps will be taken by CleanCo to protect the confidentiality of the information provided, the Discloser also has obligations to preserve confidentiality and not to discuss the disclosure with work colleagues or other unauthorised persons. Maintaining confidentiality protects the Discloser against reprisals or victimisation and also protects other people affected by the disclosure.

It is against the law for CleanCo or any other person to identify a Discloser, or disclose information that is likely to lead to the identification of the Discloser, unless the information is disclosed:

- to ASIC or a member of the Australian Federal Police;
- to a lawyer for the purposes of obtaining legal advice or legal representation about the Whistleblower Protection Laws;
- to any other person or body prescribed by law or
- with the consent of the Discloser.

As noted above, at the time of making their disclosure, Disclosers will be asked by CleanCo to consent to limited disclosure of their identity, to enable CleanCo to deal with and/or investigate the matter.

Disclosers should be aware that while CleanCo will make every attempt to keep their details confidential, it cannot guarantee that others will not try to deduce their identity. In practice, it is important to recognise that a Discloser's identity may still be determined if the Discloser has previously mentioned to other people that they are considering making a disclosure, the Discloser is one of a very small number of people with access to the information or the Protected Disclosure relates to information that a Discloser has previously been told privately and in confidence.

A Discloser should contact the Company Secretary if they believe that their confidentiality has been breached.



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### Protection from detriment and victimisation

It is against the law for CleanCo or any other person to engage in (or threaten to engage in) conduct that causes detriment to a Discloser (or another person), in relation to a Protected Disclosure, if:

- the person believes or suspects that the Discloser (or another person) made, may have made, proposes to make or could make a Protected Disclosure; and
- the belief or suspicion is the reason, or part of the reason, for the conduct.

It will not be unlawful reprisal or detriment for CleanCo to take reasonable management action against the Discloser for reasons other than the fact that they made a Protected Disclosure. That means that the Discloser will continue to be managed in accordance with normal, fair and reasonable management practices during and after the handling of the Protected Disclosure.

CleanCo is committed to ensuring that Disclosers making a Protected Disclosure are treated fairly and do not suffer any detriment or reprisal. As noted above, an assessment will be undertaken to consider the risk of reprisal, and a management plan developed if necessary.

Any investigator appointed will be directed to advise all participants in the investigation of the protections against reprisal for participating in the investigation.

Any person who is subjected to detrimental treatment as a result of making a Protected Disclosure should inform the Company Secretary or the CEO, and this report will itself be treated as a Protected Disclosure.

A person may seek compensation and other remedies through the courts if:

- they suffer detrimental conduct because of a Protected Disclosure (whether or not they made the report); and
- CleanCo fails to take reasonable precautions and exercise due diligence to prevent that detrimental conduct.

Disclosures may also amount to the exercise of a workplace right by an employee or contractor. CleanCo and its employees are prohibited under the *Fair Work Act 2009* (Cth) from taking adverse action against employees or contractors because they exercised or propose to exercise any workplace rights.

### Protection from civil, criminal and administrative liability

Disclosers who make a Protected Disclosure are also protected from any of the following in relation to their report:

- civil liability (e.g. any legal action against the Discloser for breach of an employment contract, duty of confidentiality or another contractual obligation, or defamation);
- criminal liability (e.g. attempted prosecution of the Discloser for unlawfully releasing information, or other use of the information contained in the report against the Discloser in a prosecution (other than for making a false disclosure)); and
- administrative liability (e.g. disciplinary action for making the Protected Disclosure).

These protections do not apply in relation to any misconduct the Discloser may have engaged in that is revealed in the investigation of their report (except for in limited circumstances relating to market misconduct – see [ASIC Immunity Policy](#)). However, Disclosers involved in the conduct reported by them may be provided with due consideration in internal disciplinary proceedings.

## Reporting and record keeping

Details regarding the number, type and status of Protected Disclosures are regularly reported to CleanCo's management and ELT on a de-identified basis.

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The Company Secretary will also report to the Audit & Risk Committee on the number and type of Protected Disclosures annually (these are also de-identified). Serious and/or material Protected Disclosures may be immediately referred to the Audit & Risk Committee.

The Company Secretary will keep a secure record of all Protected Disclosures or purported Protected Disclosures received by CleanCo in the central records system. Access to the confidential records will be strictly limited.

In accordance with its legislative obligations, CleanCo will ensure that accurate data is collected about the receipt and management of all Protected Disclosures, and de-identified data about Public Interest Disclosures will be reported to the Office of the Queensland Ombudsman. The Queensland Ombudsman reports statistical information in the Office's annual report to the Parliament.

## Roles and Responsibilities

- The **Board** is accountable for ensuring an appropriate framework exists governing the management of Protected Disclosures by CleanCo.
- The **CEO** is accountable for:
  - implementing and administering the management of Protected Disclosures by CleanCo. The CEO delegates responsibility for the operation of this Policy to the Company Secretary;
  - communicating the expectation that all CleanCo staff are required to conduct their duties to high professional and ethical standards and always act in accordance with the CleanCo Code of Conduct
  - ensuring that all legislative obligations in relation to reporting and investigation are met; and
  - ensuring that a management program for Public Interest Disclosures (which forms part of this Policy) is developed and implemented.
- The **Company Secretary** is the PID Coordinator under the PID Act for Public Interest Disclosures and is responsible for:
  - managing all reports of Protected Disclosures, including investigation where appropriate;
  - providing training to all staff;
  - identifying systemic issues or trends, correcting them and increasing awareness;
  - formally communicating this Policy to all staff at least once a year and at induction of new staff; and
  - regularly reporting on cases of Protected Disclosures to the Audit & Risk Committee and reporting data on Public Interest Disclosures to the Office of the Queensland Ombudsman to support its role as an oversight agency.
- **General Managers** are responsible for referring any Protected Disclosures to the Company Secretary.
- All **Disclosers** are responsible for complying with this Policy.
- **Eligible Recipients** are responsible for receiving Protected Disclosures. The Eligible Recipients relevant to CleanCo include:
  - any of the persons named below, who have been authorised by CleanCo to receive Protected Disclosures;
  - any of CleanCo's other officers (including directors) or senior managers;
  - CleanCo's internal or external auditors;
  - a registered tax agent or an employee with tax functions, if the Protected Disclosure relates to tax;
  - a lawyer (for the purposes of obtaining legal advice or representation, even in the event that the lawyer concludes that the report is not a Protected Disclosure);
  - ASIC, APRA or the Commissioner of Taxation (or any other prescribed regulators);
  - the Crime and Corruption Commission; or

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- a journalist or a member of Parliament in certain limited circumstances.

### Compliance

Any breach of the obligations contained in this Policy may result in disciplinary action being taken up to and including termination of employment or engagement by CleanCo.

Where it is established by CleanCo that a Discloser has made a deliberately false report in a Protected Disclosure, they will be subject to disciplinary proceedings.

Certain breaches (for example, unauthorised disclosure of a Discloser's identity) may also be offences under the Corporations Act or PID Act.

### Further information about this Policy

To obtain additional information about this Policy, including whether a matter is within the scope of this Policy or the Whistleblower Protection Scheme or PID Act generally, please contact the Company Secretary.

Alternatively, you may wish to seek independent legal advice.

This Policy is available for public viewing at <http://www.cleancoqld.com.au> and available internally to employees on our intranet, Watts On.

### References

This Policy is to be read with:

- Code of Conduct
- Respectful Workplaces Policy
- Anti-bribery and Corruption Policy
- Fraud and Corruption Control Policy
- Enterprise Risk Management Policy
- Compliance Framework

The following legislation and external policies are applicable to this Policy:

- ASIC Immunity Policy, February 2021
- *Corporations Act 2001 (Cth)*, including regulations made for the purposes of that Act
- *Taxation Administration Act 1953 (Cth)*, including regulations made for the purposes of that Act
- *Public Interest Disclosure Act 2010 (Qld)*, and Public Interest Disclosure Standards
- *Crime and Corruption Act 2001 (Qld)*

### Definitions

The following definitions apply to this Policy:

ASIC	Australian Securities and Investment Commission
CleanCo	CleanCo Queensland Limited ACN 628 008 159
Corrupt conduct	means the same as the definition in section 15 of the <i>Crime and Corruption Act 2001 (Qld)</i>
Discloser	A person who makes a Protected Disclosure in accordance with the Whistleblower Protection Scheme and/or the PID Act and this Policy

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Subject Officer	A person who is the subject of allegations of wrongdoing made in a Protected Disclosure
Whistleblower Protection Scheme	means Part 9.4AAA <i>Corporations Act 2001</i> (Cth) and, as applicable, Part IVD <i>Taxation Administration Act 1953</i> (Cth)

### Document governance

Title:	Whistleblower Policy
Approved by:	CleanCo Queensland Limited Board
Periodicity of review:	2 years
Approved:	[June] 2023

### Version control

Version	Date	Description	Approved By
1	June 2019	Initial document	Board
2	December 2019	Revised document	Board
3	June 2020	Review and consolidation of CleanCo's Governance requirements	Board
4	March 2021	Revised document	Board
5	November 2022	Revised document	Board
6	June 2023	Revised to incorporate Public Interest Disclosures Procedure	Board