

WHISTLEBLOWING POLICY

Use this policy if you want to know more about our Whistleblowing Process

What you need to know

- Acting ethically and with integrity is core to what we stand for so we encourage you to act if you have concerns about illegal, unethical or improper conduct
- Try raising your concerns directly if you can, but if you're not comfortable you can use our Whistleblowing Service (anonymously if you want to)
- We won't tolerate reprisal action against anyone who uses this process in good faith

01. The purpose of this Company Policy is to provide a way for anyone to disclose concerns you may have that someone may be engaging in illegal, unethical or improper conduct while protecting you. Telstra Group has an Ethical Behaviour Framework and this policy supports that framework.

02. It's really important that employees, contractors and members of the public who wish in good faith to report any illegal, unethical, or improper conduct be empowered to do so without fear of reprisal.

03. If you have concerns about any illegal, unethical, or improper conduct, we encourage you to raise these concerns with your manager, his/her manager, or the person concerned in the first instance. But if you're worried about doing this, you can raise your concerns through the [Whistleblowing Service](#) instead.

04. We place great importance on providing you with the opportunity to raise genuine concerns through the [Whistleblowing Service](#). You must act in accordance with the Telstra Group Code of Conduct and this Company Policy when using this process. Don't use it for making disclosures in bad faith (i.e. vexatious, untruthful etc).

05. We will not tolerate reprisal action against anyone who has used the [Whistleblowing Service](#) in good faith.

06. We maintain a [Whistleblowing Service](#) provided by an independent, third party service provider, which specialises in handling sensitive reports or disclosures. You can choose whether or not to make a Whistleblowing disclosure anonymously.

07. All disclosures made through the [Whistleblowing Service](#) will be treated confidentially to the maximum extent possible. However, in the course of the disclosure being investigated it may be necessary to reveal its substance (on a confidential basis) to other people such as employees, contractors or external consultants involved in the investigation process or, in appropriate circumstances, law enforcement agencies.

08. We may need to let the person subject to the whistleblowing disclosure know a disclosure has been made about them.

09. If you're approached as part of a whistleblowing investigation you are required to provide assistance, as requested, in a discrete and timely manner. Everyone involved in a whistleblowing investigation must maintain confidentiality and security.

10. If the investigation indicates a criminal offence may have been committed, we'll determine whether to report the matter to the relevant police or prosecuting authority and Telstra's Audit & Risk Committee.

Breach of policy	Application
<p>If you don't follow this Company Policy you could face disciplinary action. In serious cases this may include termination of your employment or engagement.</p> <p>If you break the law you may also be personally liable.</p>	<p>This is a Company Policy of Telstra, its controlled entities and any other entity notified that this Company Policy applies to it (collectively "Telstra Group"). It applies to all employees and contractors of each member of the Telstra Group and to any other person notified that this Company Policy applies to them.</p>