



Whistleblower Policy

St Barbara is committed to creating and maintaining an open working environment in which all employees, prospective employees, contractors, consultants and external stakeholders are able to raise concerns regarding any actual or suspected misconduct, including unethical and unlawful conduct (“Wrongdoing”).

St Barbara recognises that genuine commitment to detecting and preventing Wrongdoing must include a mechanism whereby employees and others can report their concerns freely, confidentially and without fear of reprisal, intimidation or victimisation.

To achieve this, St Barbara will:

- Provide an external and independent Whistleblower Provider to encourage, protect and support the responsible reporting of Wrongdoing.
- Ensure that people are able to raise concerns without fear of reprisal, intimidation or victimisation.
- Conduct regular education and training on the Whistleblower Policy and System.
- Ensure that all managers support this policy and are accountable for upholding these objectives within their area of responsibility.
- Conduct thorough and effective investigations and endeavour to resolve all reported concerns.
- Ensure that Whistleblowers are treated appropriately.
- Regularly review the Whistleblower Policy and Whistleblower System.

Bob Vassie

Managing Director and CEO

St Barbara’s external and independent Whistleblower Provider, Your-Call, can be contacted as follows:

- Toll free Hotline - 1300 798 101. Operating hours for this service are daily from 7pm– 10pm AEST
- Internet - A secure report can be made at www.yourcall.com.au/report
(Organisation ID is available to St Barbara Personnel on the intranet under ‘whistleblower policy’ or from HR)