

## Whistleblower Policy CCA-POL-216

### PURPOSE

**Cranecorp Australia Holdings and Group Companies (CAHGC)** is committed to fostering a culture of corporate compliance, ethical behaviour and maintaining a high standard of corporate governance. Employees and subcontractors must fulfil their roles and responsibilities with honesty and integrity.

### OBJECTIVES

The objectives of this Policy are:

- to encourage directors, employees, suppliers, contractors, tenderers (Personnel) or any person who has business dealings with CAHGC, to raise any concerns and report any instances of misconduct, illegal, fraudulent or other unethical conduct where there are reasonable grounds to suspect such conduct has occurred;
- to provide an appropriate procedure for individuals to report such conduct in the knowledge they can act without fear of intimidation, disadvantage or reprisal; and
- to ensure that any person who makes a report in accordance with this Policy (a Whistleblower) is appropriately protected from any detrimental action.

### APPLIES TO

This Policy applies to all CAHGC Personnel including:

- its officers and employees employed by CAH, CCA, GCH and CCL;
- its consultants and volunteers;
- its contractors, suppliers and their employees; and
- all CAHGC operations, including its related bodies corporate.

A copy of this Policy is available in our Company Library or can be requested from our HR Manager.



**Rod White**  
Chief Executive Officer