

# Whistleblower Policy

Document Number

**SENEX-CORP-CW-POL-011**

**Adopted 11 June 2014 and amended most recently on  
19 February 2018 by authority of the Board of Directors**

## WHISTLEBLOWER POLICY

This Policy sets out Senex's approach to the reporting of corrupt and illegal behaviours and the reporting of any breach of the Code of Conduct.

The Policy applies to board members, employees, contractors, consultants and, where necessary, third parties.

Examples of reportable behaviour to which this Policy applies include:

- Dishonesty
- Corruption
- Fraud
- Illegal activity (e.g. theft)
- Discrimination, bullying, vilification, or sexual harassment
- Breach of the Senex Code of Conduct
- Any other serious misconduct

Senex encourages people to make reports under this Policy to their manager or primary Senex contact at first instance. However, if you are not comfortable speaking with that person or are not satisfied with their response, you are encouraged to escalate your report in accordance with the Whistleblower Standard.

Reports under this Policy must be made in good faith and on reasonable grounds.

A whistleblower will not be disadvantaged if they make a report in good faith under this Policy. Anyone who retaliates against a whistleblower will be subject to disciplinary action which may include terminating that person's employment or contract.

All complaints will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

The Company Secretary is responsible for investigating whistleblower complaints at Senex, and is the custodian of this Policy.

In some circumstances, reports made under this Policy may also be subject to statutory reporting requirements and processes. This Policy does not replace or negate such statutory processes.

This Policy will be reviewed and endorsed annually by the Audit and Risk Committee.



Ian Davies  
Managing Director  
Senex Energy Limited

*Endorsed by the Audit and Risk Committee on 30 November 2017*