



Whistle Blowing Policy

Policy Reference: COR-PEO-POL0024

1. Purpose

This policy outlines our commitment to promoting a culture of ethical corporate behaviour.

RJV has put in place a whistleblower program as part of its Corporate Governance and Compliance structure.

We are committed to enabling the effective and protected reporting of corrupt or illegal practices, inclusive of all behaviour that is contrary to the RJV Code of Conduct by people at all levels within the business.

2. Scope

This policy applies to all directors and workplace participants of RJV.

3. Guidelines

Our Whistleblower Policy is a commitment to:

- Protect whistleblowers and their identity and keeping disclosures confidential and secure to the fullest extent permitted by law.
- Prohibit reprisals including dismissal, demotion, discrimination, harassment, or victimisation against any suspected whistleblower within the organisation.
- Provide an accessible whistleblower reporting mechanism to enable RJV workers, or other stakeholders with a protected way to inform RJV about reportable conduct, as defined below.

Reportable conduct includes actions by a person connected with RJV which, in the view of a whistleblower acting in good faith, are:

- Dishonest, fraudulent, or corrupt, including bribery;
- Illegal activity (e.g., theft, violence, intimidation, or criminal damage);
- In breach of Commonwealth or State legislation or local authority by-laws (e.g., Trade Practices Act);
- Unethical (in breach of RJV Code of Conduct);
- An unsafe work practice or repeated breaches of RJV policies;
- Gross mismanagement;
- Abuse of authority or Human Rights as defined in the Modern Slavery Act 2018; and
- Any other conduct which may cause financial or non-financial loss to RJV or be otherwise detrimental to the interests of the organisation.
- Reviewing our Whistleblower process regularly for effectiveness.
- Accepting disclosures as stated above whether a Whistleblower identifies themselves or prefers to remain anonymous.

Accordingly, our Whistleblower process will be continually monitored and reviewed to ensure that it remains effective and aligned with the best practice.

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Chief Executive Officer

Revision	Release Date	Reviewer	Approver	Change Detail
0.1	13/06/2023	M.Fenttiman	T.Ryan	First Release
1.0	05/07/2023	M.Fenttiman	T.Ryan	Full Review

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