

## **Employee Disclosure Policy and Protections**

Petra Industries Holdings Pty Ltd ACN 627 295 774 (insert '**Petra**', '**we**' or '**us**') has developed an Employee Disclosure Policy and Protections document which sets out Petra's commitment to maintaining high standards of integrity, good corporate governance and an open working environment in which employees and officers (whether current or former) can raise concerns regarding unethical, unlawful or undesirable conduct, without fear of punishment or retribution.

Our Employee Disclosure Policy and Protections sets out (among other things):

- disclosures that qualify for protection under this Policy (**Protected Disclosures**);
- who is able to make Protected Disclosures (**Protected Whistleblower**);
- to whom a Protected Whistleblower may make a Protected Disclosure (**Eligible Recipient**);
- the investigation process after the receipt of a whistleblowing report from a Protected Whistleblower in respect of a Protected Disclosure; and
- how Petra will protect Protected Whistleblowers who make who make Protected Disclosures.

All disclosures which fall within our Employee Disclosure Policy and Protections will be kept confidential. All Protected Disclosures may be submitted on a confidential basis or submitted anonymously. Protected Whistleblowers will be afforded the protections under the *Corporations Act 2001* (Cth).

All reasonable steps will be taken to ensure that a Protected Whistleblower will not be subject to any form of victimisation, discrimination, harassment, demotion, dismissal or prejudice, because they have made a report, and the company will have zero tolerance for such behaviour. However, the policy will not protect the Protected Whistleblower if they are also involved in or connected to the improper conduct or illegal activities that are subject of the Protected Disclosure.

If you are or believe that you are a Protected Whistleblower, please contact Wall Street on 1300 652 661 or by email, [info@wallst.com.au](mailto:info@wallst.com.au) for a copy of the policy.