

# W H I S T L E B L O W E R P O L I C Y

## Want to speak up? Here’s what you need to know

Doing the right thing includes speaking up for what’s right, even when it’s hard.

If you have, or used to have, a relationship with Tabcorp, and you see or suspect misconduct, we encourage you to report it.

## How to make a whistleblower report

Contact the Tabcorp Integrity Protection Service (TIPS). It’s a 24/7 service available to team members and people outside Tabcorp, and it’s independent, anonymous and secure:

Email	<a href="mailto:tips@deloitte.com.au">tips@deloitte.com.au</a>
Website	<a href="http://www.tips.deloitte.com.au">www.tips.deloitte.com.au</a>
Fax	+61 3 9691 8182
Telephone	1800 648 331 (a free call within Australia)
Freepost	Tabcorp Integrity Protection Service Reply Paid 12628 Becketts Street VIC 8006, Australia

## Protection

Serious penalties can apply to people who breach a whistleblower’s confidence or retaliate against whistleblowers. You can feel confident to speak up for what’s right.

## What whistleblowing doesn’t include

If you’re raising a personal employment matter, please talk to your manager or to People & Culture.

If you’re raising a health and safety matter, please talk to your manager and notify [Donesafe](#), and call 000 for emergencies.

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## How whistleblowing works at Tabcorp

### A whistleblower...



Current or former director, officer, company secretary, employee, volunteer, supplier (and their employees). Or a relative, dependent or spouse of one of these people.

### ... discloses reportable conduct (anonymously if you choose)...



Anything you have reasonable grounds to suspect concerns misconduct, or an improper state of affairs or circumstances in relation to Tabcorp. Other than a personal work-related grievance (e.g. workplace complaint).

### ...to the Tabcorp Integrity Protection Service (TIPS).



Email: [tips@deloitte.com.au](mailto:tips@deloitte.com.au) | Call: 1800 648 331 | Visit: [www.tips.deloitte.com.au](http://www.tips.deloitte.com.au)



WHISTLEBLOWERS WILL BE PROTECTED  
FOR DOING THE RIGHT THING.

## Still have questions?

Please read the full policy. It includes information about protected whistleblowing (who, how and for what kinds of reports), whistleblower safeguards, key roles in our process and where to go for help and more information.

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# W H I S T L E B L O W E R P O L I C Y

## Purpose

Tabcorp is committed to the highest standards of conduct and ethical behaviour. These standards are outlined in our code of conduct, our purpose and values and our policies. We're focused on detecting and eliminating misconduct and promoting and supporting a culture of honesty, integrity, compliance and sound corporate governance. This policy helps Tabcorp to meet our legal and regulatory obligations, and describes how to make a whistleblower report, who you can report it to, how it will be actioned and investigated, and protections and support available including under legislation.

## Who this policy applies to

This policy applies to all current and former directors, officers, company secretaries, employees, contractors, volunteers and suppliers (and employees of contractors and suppliers) of any Tabcorp company. It also applies to current and former relatives, dependants or dependants of spouses of any of these people. These people are eligible for protection as a **whistleblower** under this policy.

## Policy framework, availability and training

This policy is available on our intranet and externally on our website. Copies are available on request. Additional guidance includes:

- [dictionary](#) of important terms;
- summary of [roles and responsibilities](#); and
- [FAQs](#).

Everyone responsible for key elements of this policy receives training to ensure they understand their roles and responsibilities.

## Who is a whistleblower?

A whistleblower is someone who reports reportable conduct under this policy.

## Doing the right thing

We expect everyone who works at, for or with Tabcorp to comply with the law, our code of conduct and our policies and procedures. This includes reporting anything you suspect is:

- a breach of a law or policy or other misconduct; or
- an irregularity that is or may be dangerous to people, the environment or the public generally.

We also expect you to protect anyone who you know or suspect is a whistleblower, including keeping their identity confidential, and making sure they're not subject to detrimental conduct.

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## Criteria for protection under the legislation

To qualify for statutory protection under the Corporations Act (or Tax Administration Act, where relevant), a whistleblower report must:

- be made by a whistleblower as described above;
- be made in relation to Tabcorp;
- be made to an 'eligible recipient' including a Whistleblower Report Officer (WRO), the Tabcorp Integrity Protection Service (TIPS) and prescribed regulatory bodies; and
- concern reportable conduct.

We talk more about reportable conduct below. For more information on 'eligible recipients' to whom whistleblower reports can be made and statutory protections, please see the [FAQs](#).

## What sort of conduct should I speak up about?

Before you make a whistleblower report, please consider talking to a people leader or People & Culture partner, or (if you don't work at Tabcorp) your Tabcorp contact. We'd much rather hear your concerns directly so we can act to resolve them right away.

Reportable conduct that can be the subject of a protected whistleblower report under this policy is anything you have reasonable grounds to suspect concerns misconduct, or an improper state of affairs or circumstances, in relation to any Tabcorp company. This is intentionally broad. See the [dictionary](#) for more information about reportable conduct.

Misconduct or an improper state of affairs can include conduct that isn't a breach of a particular law such as where the information would be of interest to a regulatory authority or suggest a risk of customer harm. It could also include information that suggests a significant risk to public safety or stability of the financial system.

In some circumstances, disclosures that don't qualify as reportable conduct may be protected under other legislation, such as the Fair Work Act 2009.

## Where can I report other kinds of concerns?

- Personal work-related grievances are not protected under this policy, and team members should instead raise these with your people leader or People & Culture under our [complaints procedure](#).
- If you are a customer and wish to lodge feedback or concerns:
  - For TAB customers, please visit <https://help.tab.com.au/s/contactsupport>.
  - For the Lott customers, please visit <https://www.thelott.com/about/contact-us>.
  - For Keno customers, please visit <https://www.keno.com.au/contact-us>.
  - For MAX customers, please visit: <https://max.com.au/contact/>

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- If you are a worker in a TAB agency or the Lott’s retail network and wish to report concerns about pay or other entitlements, please visit [www.retailworkershotline.deloitte.com.au](http://www.retailworkershotline.deloitte.com.au) or call 1800 952 500.
- For Tabcorp team members, health and safety hazards and incidents must be reported to your manager and notified to [Donesafe](#) within 24 hours.
- For emergencies, call 000 immediately, then report to the General Manager Health, Safety & Wellbeing. For more information see [FAQs – Hazard & Incident Reporting](#).

## How do I speak up?

You can report whistleblower matters that qualify for protection to designated eligible recipients through the Tabcorp Integrity Protection Service (TIPS) or to a Whistleblower Report Officer (see below and the [dictionary](#) for WRO details).

Our preference is that you contact [TIPS](#). This is an independent, anonymous and secure whistleblower service delivered by Deloitte, available anytime, through these channels:

Email	<a href="mailto:tips@deloitte.com.au">tips@deloitte.com.au</a>	Fax	+61 3 9691 8182
Website	<a href="http://www.tips.deloitte.com.au">www.tips.deloitte.com.au</a>	Phone	1800 648 331 (free call within Australia)
Freepost	Tabcorp Integrity Protection Service, Reply Paid 12628, A’Beckett Street VIC 8006, Australia		

While TIPS is our preferred channel, you can also make whistleblower reports to a WRO. To make a report to a particular WRO, contact TIPS and when making your report give the name or position of the WRO. Deloitte will then contact the WRO. If you make a whistleblower report directly to a WRO, they will forward the report to TIPS for action under this policy. To help the WRO handle your report correctly, please tell the WRO that you’re making a whistleblower report under this policy.

You can also make whistleblower reports directly to prescribed regulators or a lawyer, or in very limited circumstances to the media or a member of parliament. If you do this, your report won’t be handled in accordance with this policy, but you may still receive protections under Commonwealth laws. For more information please see the [FAQs](#).

For additional information on how to lodge a whistleblower report, please contact a WRO.

## Anonymity and confidentiality

Your whistleblower report will automatically be treated anonymously unless you agree otherwise. A whistleblower can be anonymous and still qualify for protection. If you choose to remain anonymous, your anonymity will be maintained over the course of any investigation and after the investigation is finalised. You also have the choice to not answer questions if you feel the answers to those questions could reveal your identity. If you consent to sharing your identity, it will be shared only for purposes of reviewing and actioning your whistleblower report or as otherwise agreed with you.

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Even if you report anonymously, there may be situations where information that may lead to your identification may need to be disclosed where reasonably necessary, such as for the purposes of the investigation. Your identity may also be disclosed if there is a threat to life or property or if Tabcorp has a legal obligation to do so, including to prescribed regulators or law enforcement agencies, or so Tabcorp can obtain legal advice about whistleblower laws.

Please see the [FAQs](#) for more information on how we'll protect your identity and confidentiality.

While it's your right to remain anonymous, requiring complete anonymity over your report or failing to provide a means for us to contact you during the investigation may make it more difficult for us to investigate the issue. We can also appoint you a Whistleblower Protection Officer (WPO) if you're a current team member, and letting us know who you are will better enable us to actively monitor your wellbeing.

## How we action whistleblower reports

All whistleblower reports will be promptly directed for review and action as follows:

Report relating to:	Directed to:
Tabcorp's Directors	Board Chairman, and if it pertains to the Board Chairman, to the Chairman of the Audit Committee
Executive leaders	Chairman of the Audit Committee
Internal Audit team members	Chairman of the Audit Committee
All others	Whistleblower Coordinator, overseen by the Whistleblower Committee

The report will be reviewed by the Whistleblower Committee to determine whether it falls within the remit of Tabcorp's whistleblower process and whether an investigation is required. If an investigation is required, an internal or external investigator will be appointed as soon as practicable.

Whistleblowers will be kept updated on progress through TIPS. We'll aim to provide an update to Deloitte within seven days of initial notification, and the whistleblower can obtain this and subsequent status updates securely through TIPS. The amount and regularity of updates will vary. Whistleblowers can raise concerns about management of a report by contacting TIPS or by contacting your WPO (for non-anonymous reports by team members).

Following the investigation, a final report will record findings of any investigation and/or other action taken. Final reports relating to Tabcorp's Directors will be provided to the Board Chairman or to the Chairman of the Audit Committee, as appropriate. Final reports relating to executive leaders and Internal Audit team members will be provided to the Chairman of the Audit Committee.

Updates relating to all other matters will be provided to the Audit Committee unless the Board Chairman or the Audit Committee Chairman direct otherwise. Reports will be provided on a thematic or de-

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identified basis as appropriate in order to maintain confidentiality.

Reasonable efforts will be made to let the whistleblower know the outcome or conclusion of the process, either directly (if their identity is known) or through TIPS. In some circumstances, privacy, confidentiality or other constraints may limit the feedback that can be provided. If the whistleblower has any questions about their Report or can provide additional evidence after the process has concluded, they may lodge a request for the Whistleblower Committee to review.

## Protection and support

### Detrimental conduct is not tolerated

We're committed to taking all reasonable steps to ensure that whistleblowers can report wrongdoing without fear of reprisal and are protected and supported throughout the process. To report detrimental conduct related to whistleblowing, go to TIPS or your appointed WPO (where applicable). Whistleblowers may also seek independent legal advice or contact prescribed regulatory bodies, such as ASIC or the ATO, if they believe they have suffered detriment.

You must never take or threaten detrimental conduct against someone who is or might be a whistleblower or is associated with a whistleblower matter. Doing so will expose you to significant civil and criminal liability under the whistleblower laws, and for current team members, to serious discipline under this policy. No whistleblower will be subjected to detriment by Tabcorp if a report Tabcorp is satisfied was made on reasonable grounds later turns out to be unsubstantiated. See the [dictionary](#) for examples of detriment.

Please see the [FAQs](#) for more information on how we'll protect you from detrimental conduct as a Whistleblower.

### What happens if I breach this policy?

Team members are encouraged to let us know about any behaviours inconsistent with this policy, by immediately notifying the Whistleblower Coordinator or contacting TIPS. It's your responsibility to understand and comply with this policy. Non-compliance, including making a whistleblower report that you know is false and without reasonable grounds, is a serious matter and will likely result in disciplinary action.

Actual or threatened detrimental conduct related to whistleblowing and confidentiality breaches is particularly serious and will likely result in dismissal. This behaviour is also unlawful. Significant civil and criminal penalties apply for both Tabcorp and individuals, including significant fines and imprisonment. There may be civil remedies, including compensation, for anyone suffering such detrimental conduct.

### Other support and fair treatment

We are committed to ensuring the fair treatment of any officer or employee of a Tabcorp company who is mentioned in a whistleblower report made under to this policy. We support you through TIPS, WPOs,

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our fair investigation process, and our commitment to confidentiality. Independent support and counselling is also available through our Employee Assistance Program (MyCoach) by calling 1800 808 374 or visiting [www.assureprograms.com.au](http://www.assureprograms.com.au).

## Review

This policy will be periodically reviewed by the Whistleblower Committee and any material changes approved by the Board.

## Policies Control

<b>Current from</b>	26 October 2021	<b>Sponsor</b>	Chief Legal and Risk Officer
<b>Replaces version dated</b>	15 July 2020	<b>Review period</b>	Annual
<b>Date last reviewed</b>	23 June 2021		
<b>Approved by</b>	Board		
<b>Contact details</b>	tips@deloitte.com.au		

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# DICTIONARY

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## Dictionary

<b>ASIC</b>	Australian Securities and Investments Commission
<b>Commonwealth laws</b>	In the definition of “reportable conduct”, the relevant Commonwealth laws include (but aren’t limited to) the Corporations Act 2001, the ASIC Act 2001 and any other Commonwealth law that’s punishable by imprisonment of 12 months or more. For example, the Competition and Consumer Act 2010 (cartel conduct), Income Tax Assessment Act 1936 and AML/CTF laws.
<b>Detriment</b>	<p>Includes:</p> <ul style="list-style-type: none"> <li>○ dismissal of an employee;</li> <li>○ injury of an employee in his/her employment;</li> <li>○ alteration of an employee’s position or duties to his or her disadvantage;</li> <li>○ discrimination between an employee and other employees of Tabcorp;</li> <li>○ harassment or intimidation;</li> <li>○ harm or injury to a person (including psychological harm);</li> <li>○ damage to a person, including to their property, reputation, business or financial position.</li> </ul> <p>Detriment doesn’t include any reasonable administrative action or managing unsatisfactory work performance in line with Tabcorp’s performance management framework. An example is moving the location of a whistleblower away from an individual who is the subject of the report.</p>
<b>Personal work-related grievance</b>	<p>A complaint about your current or former employment, that has implications for you individually , and doesn’t have significant implications for Tabcorp. This could include:</p> <ul style="list-style-type: none"> <li>○ an interpersonal conflict between you and another employee;</li> <li>○ a decision about your engagement, transfer or promotion;</li> <li>○ a decision about the terms and conditions of your engagement;</li> <li>○ a decision to suspend or terminate your employment or discipline you.</li> </ul> <p>Personal grievances that also have significant implications for Tabcorp and otherwise meet the definition of reportable conduct should be reported under this policy. For example, conduct should be reported through the whistleblower process if it demonstrates a systemic issue or represents a danger to the public.</p> <p>Victimisation or detriment against a whistleblower will also be treated as reportable conduct.</p>
<b>Reportable conduct</b>	Anything the whistleblower has reasonable grounds to suspect concerns misconduct, or an improper state of affairs or circumstances, in relation to any Tabcorp company or its operations. This could, for example, include information

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	<p>about bribery, corruption, dishonesty, fraud, illegality, breach of Tabcorp’s code of conduct, policies or procedures, or financial or reputational loss to Tabcorp.</p> <p>Without limiting this scope, it clearly includes information where you have reasonable grounds to suspect that Tabcorp or any of its officers or employees have:</p> <ul style="list-style-type: none"> <li>○ breached certain Commonwealth laws; or</li> <li>○ engaged in conduct that represents a danger to the public or financial system.</li> </ul> <p>It also includes misconduct or an improper state of affairs or circumstances in relation to the tax affairs of any Tabcorp company.</p>
<b>Tabcorp</b>	Tabcorp Holdings Limited and its controlled entities.
<b>TIPS</b>	Tabcorp Integrity Protection Service. An independent, anonymous and secure whistleblower service delivered by Deloitte, available around the clock, through email, fax, website, phone and freepost.
<b>Whistleblower</b>	<p>You can be an ‘eligible whistleblower’ under the whistleblower provisions of the Corporations Act and under this policy if you are a current or former:</p> <ul style="list-style-type: none"> <li>○ director, officer, corporate company secretary or employee of any Tabcorp company;</li> <li>○ supplier to any Tabcorp company (including contractors and consultants), or one of their employees;</li> <li>○ volunteer to any Tabcorp company; or</li> <li>○ relative, dependant or dependant of a spouse of any of these people.</li> </ul> <p>For more information, see <a href="#">Roles and Responsibilities</a>.</p>
<b>Whistleblower Committee</b>	<p>Unless otherwise determined by the Board Chairman or Audit Committee Chairman, the Committee will be constituted by:</p> <ul style="list-style-type: none"> <li>○ Chief Legal &amp; Risk Officer;</li> <li>○ Chief People Officer; and</li> <li>○ Executive General Manager Internal Audit.</li> </ul> <p>If unavailable, constituent members may appoint a delegate that is approved by the Whistleblower Committee.</p> <p>For more information, see <a href="#">Roles and Responsibilities</a>.</p>

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<p><b>Whistleblower Coordinator</b></p>	<p>Whistleblowing Program Partner, or such other person as is appointed by the Audit Committee Chairman or Board Chairman to be the Whistleblower Coordinator on a particular matter.</p> <p>For more information, see <a href="#">Roles and Responsibilities</a>.</p>
<p><b>Whistleblower laws</b></p>	<p>The relevant provisions of the Corporations Act 2001 and Tax Administration Act 1953 as amended by the Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019.</p>
<p><b>Whistleblower Protection Officer</b></p>	<p>Unless otherwise determined by the Board Chairman or Audit Committee Chairman, either of:</p> <ul style="list-style-type: none"> <li>○ General Manager Health, Safety &amp; Wellbeing; or</li> <li>○ General Manager People &amp; Culture – Lotteries, Keno &amp; Gaming Services</li> </ul> <p>Whistleblower Protection Officers are available to current Tabcorp team members. Relevant contact details will be provided to you at the time of appointing a WPO to you.</p> <p>For more information, see <a href="#">Roles and Responsibilities</a>.</p>
<p><b>Whistleblower Report</b></p>	<p>A statement made by a whistleblower, provided in writing or verbally, concerning reportable conduct they suspect or have observed. We encourage all whistleblower reports to be made via <a href="#">TIPS</a>.</p>
<p><b>Whistleblower Report Officer</b></p>	<p>A person who has been nominated to receive disclosures of reportable conduct from whistleblowers. The following are Whistleblower Report Officers for Tabcorp:</p> <ul style="list-style-type: none"> <li>○ directors and company secretaries of any Tabcorp company and any member of our executive leadership team:             <ul style="list-style-type: none"> <li>• our Tabcorp Group directors and executives are shown at <a href="https://www.tabcorp.com.au/who-we-are/our-leaders">https://www.tabcorp.com.au/who-we-are/our-leaders</a>;</li> <li>• our GM Charitable Games John Corry is a director of UBET QLD Limited (<a href="mailto:john.corry@tabcorp.com.au">john.corry@tabcorp.com.au</a>); and</li> <li>• in relation to our companies that participate in our Victorian joint venture business, any member of the Joint Venture Management Committee;</li> </ul> </li> <li>○ our Executive General Manager Internal Audit;</li> <li>○ an auditor or member of an audit team conducting an audit, of any Tabcorp company;</li> <li>○ an actuary of any Tabcorp company; and</li> <li>○ Deloitte, through TIPS.</li> </ul> <p>For more information, see <a href="#">Roles and Responsibilities</a>.</p>

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# ROLES AND RESPONSIBILITIES

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## Roles and responsibilities

<ul style="list-style-type: none"> <li>○ <b>Employees/contractors</b></li> <li>○ <b>Volunteers</b></li> <li>○ <b>Directors</b></li> <li>○ <b>Officers</b></li> <li>○ <b>Suppliers</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Do the right thing – comply with laws, policies and procedures.</li> <li>○ Ensure those around you do the right thing.</li> <li>○ Complete training on this policy as requested.</li> <li>○ Speak up – report any concerns to your manager, other leader or People &amp; Culture partner, or make a whistleblower report under this policy.</li> <li>○ Don't disclose the identity of anyone you suspect or know to be a whistleblower.</li> <li>○ Don't treat anyone detrimentally because you suspect or know they're associated with a whistleblower matter.</li> </ul>
<p><b>Investigator</b></p>	<ul style="list-style-type: none"> <li>○ Investigate a whistleblower report within the framework endorsed by the Whistleblower Committee.</li> </ul> <p>For purposes of this policy, the investigator reports directly to the Whistleblower Committee.</p>
<p><b>Whistleblower Committee</b></p>	<ul style="list-style-type: none"> <li>○ Review, scope and triage whistleblower reports and agree on appropriate actions.</li> <li>○ Oversee management of disclosures received through the whistleblower program and related enquiries, investigations and related actions.</li> <li>○ Oversee compliance with legal obligations in relation to whistleblowing and regulatory notification requirements where necessary.</li> <li>○ Report to the Audit Committee on the whistleblower framework and all disclosures made through the whistleblower program.</li> </ul> <p>For purposes of this policy, the Whistleblower Committee reports directly to the Chairman of the Audit Committee.</p>
<p><b>Whistleblower Coordinator</b></p>	<ul style="list-style-type: none"> <li>○ Coordinate the review, scoping and triaging of whistleblower reports.</li> <li>○ Ensure the timely progression of actions taken in response to whistleblower reports.</li> <li>○ Regularly communicate with whistleblowers as appropriate and as aligned with this policy.</li> <li>○ Support the Whistleblower Committee as directed in making enquiries to substantiate whistleblower reports, or co-ordinating these activities using other internal or external resources.</li> <li>○ Maintain complete, accurate and secure records of all whistleblower reports and related documents.</li> </ul>

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	<ul style="list-style-type: none"> <li>○ Monitor and deliver implementation, compliance and training activities in relation to this policy.</li> <li>○ Develop and manage the whistleblower framework and daily oversight of activities related to the whistleblower program.</li> </ul> <p>For purposes of this policy, the Whistleblower Coordinator reports directly to the Whistleblower Committee.</p>
<p><b>Whistleblower Protection Officer</b></p>	<ul style="list-style-type: none"> <li>○ Monitor wellbeing of whistleblowers who are current Tabcorp team members.</li> <li>○ Receive reports of actual or threatened detriment in breach of this policy in relation to whistleblowing.</li> </ul> <p>For purposes of this policy, the Whistleblower Protection Officer reports directly to the Chairman of the Audit Committee.</p>
<p><b>Whistleblower Report Officer</b></p>	<ul style="list-style-type: none"> <li>○ Record all reports made to them personally in accordance with agreed protocols including confidentiality requirements, either by manually logging the report into TIPS or notifying an independent member of the Whistleblower Committee to do so on the Whistleblower Report Officer's behalf.</li> <li>○ Ensure confidentiality of whistleblower reports.</li> <li>○ Don't disclose a whistleblower's identity, including when recording the disclosure, unless the whistleblower expressly consents otherwise.</li> <li>○ Securely store any whistleblower reports received manually (writing, email). Do not copy, send or share information that may inadvertently disclose the whistleblower's identity other than as necessary or required to document the report within agreed protocols.</li> <li>○ Never document or discuss a whistleblower's name without their consent, and check that any report that captures information doesn't inadvertently identify or implicate the whistleblower. Redact or remove any references that do this.</li> </ul>

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# FREQUENTLY ASKED QUESTIONS

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## Frequently asked questions

### Can I make a whistleblower report about Tabcorp directly to a regulator or other agency?

Yes. Whistleblowers can make protected whistleblower reports to prescribed Commonwealth authorities such as ASIC and the ACCC.

In relation to reports about taxation matters, a whistleblower can make a protected report to the Australian Taxation Officer, Commissioner of Taxation or to any registered tax agent or BAS agent providing tax agency or BAS services to any Tabcorp company.

### Can I go to the media or an MP with my information?

Reports made to a journalist or a Parliamentarian only receive protection under the whistleblower laws in very limited circumstances:

- to make a protected “public interest” report, you must have already made a whistleblower report to an eligible regulator (such as ASIC), waited at least 90 days, and not have reasonable grounds to believe that action is or has been taken. You must also have reasonable grounds to believe that making a further report would be in the public interest; and
- to make an “emergency” report, you must have already made a protected report to an eligible regulator (such as ASIC) and you must have reasonable grounds to believe that the information in your report concerns a substantial and imminent danger to health or safety of one or more persons or to the natural environment.

In either case, you must also notify the regulator in writing of your intent to make a report with a journalist or Parliamentarian . We recommend you seek legal advice before taking such action.

### Can I go to a lawyer?

If you see a lawyer about possible reportable conduct, the information you tell them, and any related written materials, will be protected under the whistleblower laws and your communications with your lawyer will be confidential. This is even where your lawyer determines that the matter you’re reporting doesn’t qualify for protection under whistleblower laws. Remember that Tabcorp’s in-house legal team are lawyers for Tabcorp and can’t provide personal legal advice to individuals, including in relation to whistleblower reports or protections.

### What if I make a whistleblower report to someone else?

Whistleblower reports must be made to [TIPS](#) or a Whistleblower Report Officer to receive protection under Tabcorp’s whistleblower policy. Protections under whistleblower laws will also apply when the whistleblower report is made to a prescribed regulator (e.g. ASIC), a lawyer or (in limited circumstances) a journalist or Parliamentarian.

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# W H I S T L E B L O W E R P O L I C Y

## I'm not a Whistleblower Report Officer but someone has disclosed to me: what do I do?

Whistleblower reports must be made to [TIPS](#) or a Whistleblower Report Officer to fall within this policy and for the protections to apply. If you are not a Whistleblower Report Officer, and someone has made or is attempting to make a whistleblower report to you, you must immediately confirm with them they are intending to make a whistleblower report, and if so, direct them to [TIPS](#) so that they can receive legal protection. Do not breach their confidentiality or discuss their report with any other person.

## Do I get immunity if I blow the whistle on something I was involved in?

You will only be protected from damage, harm or other forms of detriment for making the whistleblower report. You will not receive immunity for your involvement in any illegal activity or other improper conduct. If any of this is of concern to you, or if you're unclear about the extent of your legal rights and protections, we encourage you to seek legal advice.

## I'm being bullied. Can I make a whistleblower report about it?

Generally, no. Personal work-related grievances are not whistleblower matters and won't receive protection under the policy or the law. For current team members, workplace complaints are best raised directly with your people leader, People & Culture business partner, or in accordance with the [complaints procedure](#). An exception applies if your concerns relate to actual or threatened detriment in connection with your actual, potential or perceived involvement in a whistleblower matter, or if the complaint has significant implications for a Tabcorp company and otherwise meets the definition of reportable conduct.

## Will I get compensation?

Under whistleblower laws, compensation may be awarded by a court where adverse action has been taken or threatened against someone who is, believed to be or might soon be a whistleblower. Other remedies are also available such as if Tabcorp failed to take reasonable precautions to prevent them suffering detrimental conduct. We encourage you to seek independent legal advice in these circumstances, or to contact prescribed regulators such as ASIC or the ATO.

## What protections apply under the law?

Both the Corporations Act and the Taxation Administration Act provide special protections for eligible whistleblowers. To qualify for protection under each Act, you must be an eligible whistleblower, your report must be made to TIPS or a WRO and relate to reportable conduct in relation to Tabcorp as described earlier. If the concerns in your report are ultimately unsubstantiated, you can still qualify for protection.

The legal protections for eligible whistleblowers include:

- the right to have their identity protected;
- the right to have information provided as part of the disclosure handled appropriately;

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- the right to be protected from liability under law or contract simply for making the disclosure and from the admissibility of the information provided in evidence against them;
- the right to be protected from detrimental conduct or any form of victimisation;
- the right to compensation and other remedies (including the right to litigation costs relief) for breach of the legislative protections; and
- the right not to be required to disclose their identity before any court or tribunal.

Under the Taxation Administration Act, protection is also available for eligible reports related to the tax affairs of an entity or an associate, where the whistleblower considers the information may assist the recipient to perform functions or duties in relation to those tax affairs.

Tabcorp is committed to ensuring these protections are complied with, and our policy is designed to protect whistleblowers. However, the protections do not grant immunity for your involvement in any illegal activity or other improper conduct. .

The protections apply from the time a whistleblower report is made, irrespective of what eligible channel the reportable conduct is reported through.

Further questions about these protections should be directed to Tabcorp's Whistleblower Coordinator.

## **How will Tabcorp protect my identity as a whistleblower?**

We'll take all reasonable steps to reduce the risk of identification and preserve confidentiality. These include:

- the availability of a secure, independent and anonymous whistleblower service through TIPS;
- redacting (where possible) personal information, references to you making a report or references to you witnessing an event;
- contacting you (where possible) to help identify aspects of your report that could inadvertently identify you; and
- reminding individuals involved in handling and investigating your report of their confidentiality obligations.

If you think there has been a breach of confidentiality in relation to your identity, you can report this to TIPS or a WRO under the usual whistleblower reporting process outlined in this policy. You can also report this to a prescribed regulator, such as ASIC or the ATO. The Corporations Act and Tax Administration Act make it an offence to breach the confidentiality protections which apply where you have made a report and there are significant penalties for doing so.

## **How will Tabcorp protect me from detrimental conduct if I blow the whistle?**

The steps Tabcorp takes to protect whistleblowers from detriment include:

- seeking to identify person(s) who may have motive or opportunity to cause detriment to the whistleblower;

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- conducting a risk assessment throughout each report's lifecycle and implementing activities to manage risk of the whistleblower's identity becoming known and detrimental conduct ; and
- appointing a Whistleblower Protection Officer as appropriate to monitor the wellbeing of the whistleblower and to be advised if the whistleblower receives reports of actual or threatened detriment in breach of this policy.