

WHISTLEBLOWER PROGRAM

Canterbury League Club is committed to maintaining the highest standards of ethical conduct and compliance with all applicable laws and regulations.

Our reputation as a community leader is central to our Values, and we are committed to maintaining it.

We provide this anonymous and confidential hotline, managed independently by our integrity partners Core Integrity, for the reporting serious concerns or breaches of our Constitution, Code of Conduct, or business practices.

Core Integrity's team is trained to handle complex, sensitive issues with complete confidentiality. Where appropriate, the Speak Up Hotline is available as a secure way to report concerns.

WHAT CAN I REPORT?

- Be a breach of corporations, finance, or insurance legislation
- Be a danger to the public
- Contravene Canterbury League Club Code of Conduct
- Be financial malpractice, impropriety, or fraud
- Be a breach of the laws, regulations or rules governing employment or the workplace

To receive protection, as a Whistleblower under the Whistleblower legislation, and under Canterbury League Club Whistleblower Policy, the conduct being reported must:

WHO DOES THE PROGRAM SUPPORT?

- Canterbury League Club employees, officers, or the relatives, dependents or spouse of any individual above
- Contractors of Canterbury League Club and their employees
- Suppliers of goods and services to Canterbury League Club, and their employees

WHAT DO YOU NEED TO DO TO RAISE YOUR CONCERN?

- Report to your manager first, unless if unsafe or not feasible
- Gather any materials to support (e.g., documents, emails, potential witnesses)
- Reference the Whistleblower Policy
- Note the names of the people involved
- Determine the nature of the improper conduct, and when it has occurred or is likely to occur.

WHERE DO YOU REPORT THE ISSUE?

- | EXTERNAL | INTERNAL |
|--|--|
| <ul style="list-style-type: none"> External Reporting Hotline ASIC or APRA (regulatory bodies) | <ul style="list-style-type: none"> Auditor or member of the audit team A Senior Manager Whistleblower Investigation Officer (WIO) |

*(only if more than 90 days after the disclosure and no action has been undertaken, you believe it is in the public interest, or you have been advised in writing by the internal or external contacts you have been dealing with)

HOW

CAN YOU REPORT IT?

Written Report



Verbal Report

EXTERNAL HOTLINE

speakup@coreintegrity.com.au



1800 324 775



PO Box 730
Milsons Point 1565



using QR Code access to
website:



WHAT

HAPPENS WHEN YOU RAISE IT?

Matter is assessed to determine whether it qualifies for protection and whether an investigation is required*



If consent is given, there is regular, appropriate, and confidential contact with the discloser by the Whistleblower Protection Officer (WPO)

Actions will be undertaken in a timely manner. (Timelines will vary depending on the circumstances)



PROTECTING YOU IS PARAMOUNT

Your confidentiality is assured regardless of the reporting method you choose. Reports can be made anonymously, through the external hotline. Where your disclosure meets the criteria in the Whistleblower Policy, you are protected from:



Claims of contractual breaches and other civil claims



Termination of Employment Contract or supplier contract



Victimisation

WHAT OUTCOME WOULD YOU EXPECT?

Matters will be documented and stored in a secure location. Your identity can only be disclosed by Canterbury League Club if:



You have given consent



Required by a legal practitioner for advice relating to Whistleblower laws.



It has been requested by ASIC, APRA, or AFP

The protected matter review team (Canterbury League Club Whistleblower Investigation Officer or External Reporting channel) may disclose the matter (but not the identity of the discloser) to:



Canterbury League Club CEO or Executive Board



People who are relevant to the matter for the purpose of conducting the investigation



A person who is alleged to have acted improperly, to allow the person an opportunity to respond



HR, managers, employees or external investigators, as needed to conduct an investigation

HONESTY & INTEGRITY

TO OPERATE WITH HONESTY AND INTEGRITY IN ALL OUR BUSINESS DEALINGS

