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Whistleblower Policy

Service Stream is committed to maintaining a high standard of corporate governance through a culture of strong ethical behaviour and corporate compliance. Employees and subcontractors must practice integrity and honesty in fulfilling their roles and responsibilities.

The objective of this policy is to foster a culture that encourages the reporting of matters that may cause financial or non-financial loss or damage to Service Stream's reputation. This will be achieved as we provide a mechanism whereby employees and subcontractors can feel secure in reporting unethical, unlawful or undesirable conduct in the knowledge they are afforded protection against reprisal.

To achieve these objectives Service Stream:

- has implemented a whistleblower protection program with the appointment of a Whistleblower Protection Officer and Whistleblower Investigation officer/s
- complies with applicable laws and practices, maintains a whistleblower protection program complying with AS: 8004 Whistleblower Protection Programs for Entities
- will act on reports that are based on reasonable grounds and reported in good faith, carefully investigating such reports and keeping them secure and confidential within law
- provides feedback to whistleblowers
- protects whistleblowers from reprisals and ensures they are not personally disadvantaged by having made a report
- meets periodically to review and revise our Whistleblower Policy and Whistleblower Protection Program to ensure they remain relevant and effective.

This policy does not apply to raising of employee grievances; Service Stream's Grievances Procedure covers these types of concerns.



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