



## WHISTLEBLOWER POLICY

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## 1 OVERVIEW

Ausgold Limited ACN 140 164 496 (the **Company**) has adopted a Whistleblower Policy to ensure concerns regarding unacceptable conduct including breaches of the Company's Code of Conduct can be raised on a confidential basis, without fear of reprisal, dismissal or discriminatory treatment. The purpose of this policy is to promote responsible whistle blowing about issues where the interests of others, including the public, or of the organisation itself are at risk as well as ensure full compliance with all applicable government laws, rules and regulations, corporate reporting and disclosure, accounting practices, accounting controls, auditing practices and other matters relating to fraud against shareholders.

## 2 WRONGDOING

Wrong-doing involves any unlawful or otherwise improper behavior and can include:

- (a) an unlawful act whether civil or criminal;
- (b) breach of or failure to implement or comply with any approved Company policy;
- (c) knowingly breaching any applicable laws or regulations;
- (d) unprofessional conduct or conduct that is below recognized, established standards of practice;
- (e) questionable accounting or auditing practices;
- (f) dangerous practices likely to cause physical harm and, or, damage to any person and, or, property;
- (g) failure to rectify or take reasonable steps to report a matter likely to give rise to a significant and avoidable cost or loss to the Company;
- (h) abuse of power or authority; and
- (i) unfair discrimination in the course of employment or provision of services.

This list is not definitive, but is intended to give an indication of the kind of conduct which might be considered as “wrong-doing”.

## 3 WHO IS PROTECTED?

Any employee or director who makes a disclosure or raises a concern under this Policy will be protected if they:

- (a) disclose the information in good faith;
- (b) believe it to be substantially true;
- (c) do not act maliciously or make knowingly false allegations; and
- (d) do not seek any personal or financial gain.

#### **4 REPORTING ALLEGED VIOLATIONS OR COMPLAINTS**

All whistleblowing reporting should be made in writing and submitted by mail or courier to the Chairman of the Company and marked "**Strictly Private and Confidential**".

If the reporting or alleged complaint relates to the Chairman of the Company then the reporting should be made to any Executive Director of the Company and marked "**Strictly Private and Confidential**".

#### **5 CONTENTS OF COMPLAINT**

Any reporting or complaint made in accordance with this Policy should include a detailed description of the activity regarding which there is a complaint or concern, those individuals implicated and, if known, should specify the date(s) and location(s) of such activity.

The Chairman of the Company, or in the case of a report with respect to the Chairman of the Company, the Executive Director who received the reporting or complaint (in consultation with the balance of the Board of the Company) will review the details of any submissions and will determine what action will be taken.

If a submission is not made anonymously, the Chairman or Executive Director (as the case may be) will notify the person making the submission of the action proposed to be taken in response. All written submissions will be retained by the Chairman or the Board (excluding the Chairman - in the case of a complaint made against the Chairman).

The identity of persons making submissions regarding complaints or concerns about accounting or potential fraudulent matters by mail on a confidential basis will not be disclosed by the Chairman or the other board members (in the case of a complaint against the Chairman) without consent.

#### **6 NO ADVERSE CONSEQUENCES**

A submission, in good faith, regarding an accounting or fraudulent concern may be made by employees or directors of the Company without fear of dismissal, disciplinary action or retaliation of any kind. The Company will not charge, discipline, demote, suspend, threaten or in any manner discriminate against any person who submits in good faith an accounting or fraudulent concern or provides assistance to the Chairman (or the Board in the case of a complaint regarding the Chairman), management or any other person or group, including any governmental, regulatory or law enforcement body.

#### **7 PUBLICATION OF POLICY**

This Policy is made available to all directors and employees of the Company, and published on the Company website at [www.ausgoldlimited.com](http://www.ausgoldlimited.com).