

## Whistle Blower Policy

Dump It is committed to the highest standards of legal, ethical and moral behaviour. People who have a working relationship with Dump It are often the first to realise that there may be something seriously wrong. However, they may not wish to speak up for fear of appearing disloyal or may be concerned about being victimised or subject to reprisals for reporting wrongdoing.

No person should be personally disadvantaged for reporting wrongdoing. Not only is it illegal but it directly opposes Dump It's values. Dump It is committed to maintaining an environment where legitimate concerns are able to be reported without fear of retaliatory action or retribution.

When a person makes a disclosure:

- Their identity must remain confidential according to their wishes
- They will be protected from reprisal, discrimination, harassment or victimisation for making the disclosure
- An independent internal inquiry or investigation will be conducted
- Issues identified from the inquiry / investigation will be resolved and/or rectified
- They will be informed about the outcome
- Any retaliation for having made the disclosure will be treated as serious wrongdoing under this Policy

Dump It recognises that:

- Eligible whistle-blowers includes employees, contractors and relatives.
- Disclosures protected to include conduct constituting misconduct or an improper state of affairs.
- A 'reverse onus' of proof applies in compensation claims.

A handwritten signature in blue ink, appearing to read "Matthew Calleija".

*Matthew Calleija*  
Director