

# Whistleblowers Policy

## 1. Introduction and Purpose

The Company is committed to promoting and supporting a culture of ethical behaviour and corporate compliance.

The purpose of this Whistleblowers Policy (**Policy**) is to:

- (a) encourage Employees to raise any concerns and report instances of Reportable Conduct where there are reasonable grounds to support such conduct, without fear of intimidation, disadvantage or reprisal;
- (b) outline the mechanisms for the reporting and investigation of reported matters;
- (c) outline the measures in place to protect a Whistleblower; and
- (d) outline the additional procedures and protections that apply to Whistleblower's under the Corporations Act in relation to the reporting of possible breaches of the Corporations Legislation. Paragraph 7 of this Policy explains these procedures and protections.

It is expected that Employees will report known, suspected or potential cases of Reportable Conduct. Failure to raise issues could result in disciplinary action.

## 2. Definitions

**ASIC** means the Australian Securities and Investments Commission.

**Corporations Act** means Corporations Act 2001 (Cth).

**Corporations Law** has the meaning in the Corporations Act and includes the Corporations Act and Australian Securities and Investments Commission Act 2001 (Cth).

**Employees** include any director, secretary, officer, employee, secondee or contractor of the Company.

**Group** means the Company and its subsidiaries.

**Reportable Conduct** means conduct that is illegal, unacceptable or undesirable, or the concealment of such conduct. It includes conduct that:

- (a) is against the law or is a failure by the Company to comply with any legal obligation;
- (b) is unethical or breaches the Company's policies or Code of Conduct;
- (c) is dishonest, fraudulent or corrupt;

- (d) is coercion, harassment, victimisation or discrimination;
- (e) is misleading or deceptive conduct of any kind (including conduct or representations which amount to improper or misleading accounting or financial reporting practices either by, or affecting, the Company);
- (f) is potentially damaging to the Company, an Employee or a third party, including unsafe work practices, environmental damage, health risks or substantial wasting of company resources;
- (g) may cause financial loss to the Company or damage its reputation or be otherwise detrimental to the Company; or
- (h) involves any other serious impropriety.

**Whistleblower** means an Employee who alerts the Company and/or a regulatory authority to Reportable Conduct within the Company/Group.

**Whistleblower Protection Officer** means a person nominated by the Company whose key responsibilities include protecting whistleblowers who report concerns under this Policy. The names and contact details of the Company's current Whistleblower Protection Officers are identified in paragraph 4 of this Policy.

**Whistleblower Protection Officer Co-ordinator** means a person nominated by the Company whose key responsibilities is to ensure the Whistleblower Protection Officers are trained and the activities are co-ordinated to ensure the reportable conduct is investigated appropriately and the Whistleblowers are protected appropriately. The names and contact details of the Company's current Whistleblower Protection Officer Co-ordinator is identified in paragraph 4 of this Policy.

### 3. **Scope**

This Policy applies to all Employees who wish to report Reportable Conduct regarding the Company's activities.

This Policy does not deal with staff grievances which are not Reportable Conduct, for which separate procedures exist.

### 4. **How to make a report**

Employees can report Reportable Conduct to:

- (a) their immediate General Manager;
- (b) a Whistleblower Protection Officer; or
- (c) an independent company, STOPline, appointed by the Company to take anonymous calls or letters. STOPline has a process in place to handle non-English speaking callers.



The independent company is provided as an option to employees to ensure the highest level of independence in the receipt and management of concerns relating to Reportable Conduct.

The current Whistleblower Protection Officers nominated by the Company are:

- (d) the Finance Director NPCC in Russia, who is in the Russian office and can be contacted by phone or by email; and
- (e) the Company's Group Financial Controller, who is in the Melbourne office and can be contacted by phone or by email.

The Whistleblower Protection Officer Co-ordinator will be the Company's Group Financial Controller.

The independent company, STOPline, can be contacted as follows:

Telephone:	1300 30 45 50 (in Australia) 61 3 9811 3275 (reverse charges) (Overseas)
Facsimile:	Tigers Realm Coal Limited C/- The STOPline 61 3 9882 4480
Email:	<a href="mailto:tigersrealmcoal@stopline.com.au">tigersrealmcoal@stopline.com.au</a>
Mail:	Tigers Realm Coal Limited C/- The STOPline Locked Bag 8, Hawthorn, Victoria, Australia 3122

Where an individual is not confident in making a report in English, a confidential email, letter or fax in their native language is welcome and a court appointed translator will be appointed to ensure accuracy in translation.

Reports will be kept confidential to the extent possible, subject to legal and regulatory requirements.

Reports can be made anonymously if required by sending written reports directly to a Whistleblower Protection Officer. If an Employee chooses to disclose Reportable Conduct anonymously, this may hinder the ability of the Company to fully investigate the matter. Further, it may in certain circumstances prevent the whistleblower from accessing additional protection at law (refer paragraph 7 of this Policy). Disclosures that involve a threat to life or property, illegal activities or legal action against the Group may require actions that do not allow for complete anonymity.

## **5. Handling of reports**

All reports of Reportable Conduct will be investigated by a Whistleblower Protection Officer on a timely basis. Appropriate corrective action will be taken as warranted by the investigation.

The Whistleblower Protection Officer is responsible for:

- (a) coordinating the investigation into any report received from a whistleblower;

- (b) documenting and handling all matters in relation to the report and investigation; and
- (c) finalising all investigations.

The Whistleblower Protection Officer Co-ordinator will ensure the Whistleblower Protection Officer has at all times, direct and unrestricted access to reasonable financial, legal and operational assistance when this is required for any investigation.

A person who is the subject of an investigation is entitled to be:

- (d) informed as to the substance of any adverse comment that may be included in a report or other document arising out of any such investigation; and
- (e) given a reasonable opportunity to put their case to the Whistleblower Protection Officer who is investigating the report.

The Whistleblower will be kept appropriately informed of the progress of action taken in respect of their report. At the conclusion of the investigation, they will be informed of the outcome.

Subject to law, the Company and any persons receiving reports will not disclose particulars of reported matters that would suggest the identity of the Whistleblower without obtaining the Whistleblower's prior consent. Any such disclosure to which the whistleblower consents will be on a strictly confidential basis.

All files and records created from an investigation will be retained under strict security. Subject to law, the unauthorised release of information without a Whistleblower's consent to any person not involved in the investigation (other than the Audit, Risk & Compliance Committee) is a breach of this Policy.

The Audit, Risk & Compliance Committee will receive copies of all investigation reports from Whistleblower Protection Officers. Anonymity and confidentiality requirements will be observed by the Audit, Risk & Compliance Committee.

## **6. Protection of Whistleblowers**

Whistleblowers that report a concern in good faith under this Policy must not be personally disadvantaged by:

- (a) dismissal;
- (b) demotion;
- (c) any form of harassment;
- (d) discrimination; or
- (e) current or future bias.

The Whistleblower is not, however, protected from civil or criminal liability for any of its

conduct which may be revealed by the report. However, if a Whistleblower reports such conduct and actively cooperates in an investigation in which they may be implicated, there may be some cases where the fact they have made a report will be taken into account as a mitigating factor when determining actions which may be taken against them.

## **7. Protection under the Corporations Legislation**

The Corporations Act provides additional protections in relation to the reporting of a possible contravention of the Corporations Legislation. A disclosure of information by a person qualifies for protection under the Corporations Act if:

- (a) the Whistleblower is an officer or employee of a Group company, a contractor (who has a contract for the supply of services or goods to the Company) or an employee of such a contractor;
- (b) the report is made to:
  - (i) ASIC;
  - (ii) the Company's auditor, or a member of the audit team;
  - (iii) a director, secretary or senior manager of the Company; or
  - (iv) a person authorised by the Company to receive disclosures of that kind (that is, a Whistleblower Protection Officer);
- (c) the Whistleblower provides their name before making the report. Anonymous reports are not protected under the Corporations Legislation;
- (d) the Whistleblower has reasonable grounds to suspect that the information indicates that there has been a contravention of the Corporations Legislation by the Company or any of its officers or employees;
- (e) the disclosure is made in good faith.

If these conditions are met, the Corporations Act provides the following protections to the Whistleblower:

- (f) The Whistleblower is not subject to any civil or criminal liability for making the disclosure. The Whistleblower is not, however, protected from civil or criminal liability for any of its conduct which may be revealed by the report.
- (g) No contractual or other remedy may be enforced or exercised against a Whistleblower on the basis of the disclosure, and a contract to which the Whistleblower is a party may not be terminated on the basis that the disclosure constitutes a breach of the contract.

- (h) If the Company purports to terminate the employment of a Whistleblower on the basis of the disclosure, a court may reinstate the Whistleblower to the same position or a position at a comparable level.
- (i) The Whistleblower is protected from actual or threatened detriment because of the report and may receive compensation for any damage caused by such detriment.
- (j) Subject to limited exceptions, the person to whom the disclosure is made must not disclose the substance of the report, the whistleblower's identity or information likely to lead to identification of the Whistleblower.

The Group is committed to full compliance with these protective provisions.

#### **8. Amendment of this Policy**

This Policy can only be amended with the approval of the Board.

This Revision 1 approved by the Board on 17 June 2013