

P-06 Whistleblower Policy

Arden Energy Pty Ltd (ACN 660 438 219) · Version 1.0 · Effective 1 July 2026 · Next review 1 July 2027

1. Purpose

This policy lets anyone report wrongdoing safely. It applies to directors, employees, contractors, suppliers, consortium partners, project-affected people and the public, for all of the company's activities, including those paid from grant or donor funding. Where a role is not yet filled, the Board appoints a person to carry out its duties until it is. It supports the grievance mechanisms set out in each project's environmental, social and gender plans.

2. What can be reported

Fraud, corruption, misuse of funds, conflicts of interest, breaches of law, unsafe conditions, environmental harm, sexual exploitation, abuse or harassment, discrimination, retaliation and any breach of the company's policies.

3. How to report

1. To the Board: by email or in person.
2. To the whistleblower register contact published on the company's governance page. If the report concerns a Board member, it may instead be made directly to a funder.
3. Through a project's grievance mechanism, where one has been set up (phone, email or written form, in the local languages of the project).
4. Anonymously, through the web form on the company's governance page, by email from an address that does not identify you, or directly to a funder.

4. Protection

1. The identity of the person reporting is kept confidential unless the law requires disclosure.
2. No one is dismissed, demoted, threatened or disadvantaged for a report made in good faith. Retaliation is a breach of this policy and a disciplinary matter.
3. The company follows the whistleblower protections in the Corporations Act 2001 (Cth), Part 9.4AAA.

5. Handling

1. The report is acknowledged within 3 business days.
2. The reviewer is independent of the matter and starts within 5 business days.
3. The person reporting is told the outcome, as far as the law allows, within 60 days.

4. Reports concerning funder money are passed to that funder within 10 business days (P-03).
5. All reports and actions are recorded in a confidential register kept by the whistleblower register contact published on the company's governance page.

6. Review

The Board reviews this policy each year.

Document control

Version	1.0
Effective	1 July 2026
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