

## Whistleblowing Policy

<p><b>Objective</b></p>	<p>The Board has mandated business practices to manage the risk inherent in operating a national Australian retail business. This policy forms part of the framework used by The Reject Shop Limited (“TRS”) to manage its risks.</p> <p>This policy is intended to assist with the development of a culture of ‘speaking up’ when things are not quite how they should be.</p>
<p><b>What is whistleblowing?</b></p>	<p>Whistleblowing is the disclosure of information which relates to actual or suspected wrongdoing or misconduct (generally a breach of the law or TRS policy, or unethical behaviour) for example, but not limited to, insider trading, theft, fraud and risk to the health and safety of workers.</p> <p>For the purposes of this policy, whistleblowing is taken to mean ‘misconduct or an improper state of affairs’.</p>
<p><b>Legislation</b></p>	<p>TRS is committed to a high level of compliance with relevant legislation, including the whistleblower protections contained in the Corporations Act 2001 (Cth) (“<b>Legislation</b>”).</p> <p>To the extent of any inconsistency between this policy and the Legislation, the Legislation prevails.</p>
<p><b>Who does this Policy apply to?</b></p>	<p>This policy applies to all:</p> <ul style="list-style-type: none"> <li>• team members of TRS, including employees (whether permanent, casual, part time, fixed-term or temporary), contractors, consultants and directors;</li> <li>• suppliers (including any employees of the suppliers); and</li> <li>• relatives and dependants of all of the above.</li> </ul> <p>This policy also applies to former team members and suppliers.</p>
<p><b>The protections available to whistleblowers?</b></p>	<p>If you decide to become a whistleblower, the Legislation contains a number of protections.</p> <p>You do not need to identify yourself when making a disclosure.</p> <p>You will not be victimised or adversely affected because of your action in disclosing your concerns provided that there is a reasonable basis for your concerns.</p> <p>It is unlawful for anyone to engage in conduct that causes detriment to you in the belief or suspicion that you have made, may make, propose to make or could make a protected disclosure or to purport to terminate your employment because of a disclosure.</p> <p>“Detriment” is defined very broadly to include dismissal, alteration to position, discrimination, harassment, injury in employment or damage to reputation.</p> <p>Under the Legislation, you may be entitled to seek an order from the court for compensation for any loss, damage or injury as a result of any detrimental conduct caused by TRS.</p>
<p><b>How to make a disclosure?</b></p>	<p>If you have reasonable grounds to suspect ‘misconduct or an improper state of affairs’ in relation to TRS, please disclose your concerns to the Whistleblower Protection Officer.</p> <p>If you disclose your concerns, TRS will endeavour to protect your identity. The Legislation permits you to make a disclosure anonymously.</p> <p>Your concerns will be properly investigated with a view to establishing the truth and correcting, where possible, any wrongdoing or misconduct.</p> <p>You will, if TRS deems it appropriate and permissible to do so, be advised on the progress and outcome of the investigation unless you have made an anonymous disclosure.</p>

Who to make a disclosure to?	<p>You may make a disclosure to the Whistleblower Protection Officer.</p> <p>If you would prefer to speak to someone other than the Whistleblower Protection Officer, you may also make a disclosure to the chief executive officer, company secretary, any director of TRS or the company's auditor.</p>
Your protection and support	<p>The Whistleblower Protection Officer will make arrangements to support you once you have made a disclosure. You may also contact TRS's employee assistance provider for additional support.</p> <p>The Whistleblower Protection Officer will securely and confidentially store any records relating to your disclosure.</p>
How investigations into a disclosure will proceed?	<p>When a disclosure is made it will be evaluated to determine the appropriate avenue for investigation. The level of investigative effort should reflect the seriousness of the disclosure.</p> <p>Investigations should seek to:</p> <ul style="list-style-type: none"> <li>• determine the substance of the disclosure;</li> <li>• identify whether it was a systemic issue, an isolated incident or a deliberate act;</li> <li>• be completed in a timely manner.</li> </ul>
Fair treatment	<p>TRS will ensure that you receive fair treatment following any disclosure.</p> <p>TRS will take reasonable precautions, and exercise due diligence, to avoid any detrimental conduct.</p>
Limits of this policy	<p>This policy does not apply to a personal work-related grievance. For example, a personal work-related grievance includes:</p> <ul style="list-style-type: none"> <li>• an interpersonal conflict between you and another team member;</li> <li>• a decision relating to your engagement, transfer or promotion;</li> <li>• a decision relating to your terms and conditions of engagement; and</li> <li>• a decision to suspend and terminate you, or otherwise to discipline you.</li> </ul> <p>However, a disclosure is not a personal work-related grievance if it:</p> <ul style="list-style-type: none"> <li>• has significant implications for TRS;</li> <li>• concerns conduct, or alleged conduct, in contravention of specified laws, or that constitutes an offence punishable by 12 months or more imprisonment under any other Commonwealth laws;</li> <li>• concerns conduct that represents a danger to the public; or</li> <li>• concerns conduct prescribed by law.</li> </ul> <p>Anyone who knowingly makes a false report of a disclosure, whether under this policy or otherwise, may be subject to disciplinary action.</p>
Policy availability	<p>This policy will be made available to all on TRS's website. Any questions about this policy should be directed to the Whistleblower Protection Officer.</p>
Contact list	<p>Email address: <a href="mailto:whistleblowing@rejectshop.com.au">whistleblowing@rejectshop.com.au</a></p> <p>Whistleblower Hotline: 1800 514 944</p> <p>Whistleblower Protection Officer: Sarah Ferris Corporate Counsel 0432 407 334 <a href="mailto:sferris@rejectshop.com.au">sferris@rejectshop.com.au</a></p>

Approved as at 16 June 2020