

Whistleblower Policy Statement

INTRODUCTION

Wesley Research Institute (WRI) is committed to fostering a culture of integrity and accountability where our people observe high standards of governance and ethical behaviour, and feel supported to safely disclose matters of concern.

We recognise that the people who have a work, service or client relationship with WRI are often the first to realise that there may be something wrong.

OUR WHISTLEBLOWER POLICY

WRI encourages the disclosure of all suspected wrongdoing and is committed to ensuring that Whistleblowers are protected and supported throughout the process.

Persons eligible for making a disclosure

This policy is available to all current or former directors, officers, employees, volunteers or others with a connection to WRI such as contractors, consultants, suppliers and auditors or a relative or dependent of these individuals or their spouse.

Matters that can be reported

Disclosure is encouraged where there are reasonable grounds to suspect that WRI has engaged in conduct that:

- is dishonest, fraudulent or corrupt;
- is illegal, such as theft, drug sale or use, violence, abuse, harassment, criminal damage to property or other breaches of legislation;
- is unethical, misleading or deceptive in any way such as acting dishonestly, altering company records; wilfully making false entries in the books and records;
- engaging in questionable accounting practices; or wilfully breaching WRI's policies;
- is potentially damaging to WRI such as maladministration or substantial waste of resources;
- is a danger, or represents a danger, to the public or a WRI person such as deliberate unsafe work practices, or wilful disregard to the safety or others in the workplace; or
- may cause serious financial or non-financial loss; or damage WRI's reputation, or be otherwise seriously contrary to WRI's interests.

How to make a disclosure

Your disclosure will be subject to the assessment and investigation process set out in the WRI Whistleblower Policy and Procedure, which can be obtained through our intranet for internal staff or STOPline. Where disclosures are made in accordance with the policy, the necessary protections set out in the policy, including confidentiality, anonymity and safeguarding against detriment, will apply.

A disclosure can be made to WRI's independent and confidential disclosure hotline, STOPline through any of the following means:



STOPline Online Disclosure Form



wesleyresearch@stopline.com.au



1300 304 550



Wesley Research Institute, c/o STOPline
PO Box 403 Diamond Creek VIC 3089



Fax - 03 9882 4480