



## WHISTLE BLOWER PROTECTION POLICY

### *Statement of Support to Whistle Blowers*

Austal is committed to ensuring that all employees follow the Company's Code of Conduct. All employees are expected to support a culture of strong corporate governance, sound business practices and the highest ethical conduct which is critical to Austal's business success and is defined by our integrity, professionalism and behaviours.

Any employee or person (including sub-contractors) who in good faith makes a complaint or disclosure about an alleged breach of the Company's Code of Conduct and follows the reporting procedure, will not be prejudiced or disadvantaged through making such complaint or disclosure. Any report will be acted upon and kept confidential.

### *Objective of the Program*

The objectives of the Whistle Blower Protection Program are to:

- Encourage the reporting of matters that cause financial or non-financial loss or damage to Austal's reputation.
- Encourage the reporting of matters that are not in accordance with the Company's Code of Conduct, particularly with reference to:
  - Fair trading and dealing
  - Improper use or theft of Austal property, assets and email
  - Employment practices
  - Equal Opportunities and anti-discrimination
  - Conflicts of interest
  - Public communications and disclosure
  - Occupational Health and Safety
- Enable the Company to effectively deal with reports from whistle blowers in a way that will protect the identity of the whistle blower and provide for the secure storage of the information provided.
- Establish policies for protecting whistle blowers against reprisal by any person internal or external to the Company.
- Provide for the appropriate infrastructure including the appointment of an independent and confidential whistle blower disclosure service.

David Singleton  
Chief Executive Officer  
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