



Whistleblower Policy

24/02/2025



Contents Page

1. Purpose and responsibilities	2
2. No retaliation	2
3. Reporting contraventions.....	2
4. Protection for Whistleblowers	2
5. Who to report to	3
6. Report & Investigation Officer.....	4
7. Reasonable Grounds.....	4
8. Handling of reported violations.....	5
9. Communication of Whistleblower Policy.....	5
10. Review of Whistleblower Policy	5
11. Definitions.....	6
Whistleblower Policy history.....	6
ANNEXURE A – SPECIAL PROTECTIONS FOR WHISTLEBLOWERS.....	7

1. Purpose and responsibilities

Directors, employees, contractors, suppliers and consultants ('Personnel') of Pioneer Credit Limited, and its subsidiaries ('Pioneer' or 'the Group') are expected to observe high standards of business and personal ethics in the conduct of their duties and responsibilities as set out in the Code of Conduct. All Personnel must conduct themselves with integrity and fairness in all business practices and observe the rule and spirit of the social, legal and regulatory environments in which the Group operates.

The purpose of this Whistleblower Policy is to create awareness, inform the process and encourage Personnel to report contraventions (or suspected contraventions) of the Code of Conduct and provide effective protection from victimisation or dismissal to those reporting by implementing systems for confidentiality and report handling.

2. No retaliation

No detriment, either actual or threatened, harassment, retaliation or adverse employment or engagement consequence will be suffered by anyone who reports a contravention under this policy. If anyone retaliates against someone who has reported a contravention in good faith they will be subject to disciplinary action, which may include termination of employment or engagement.

3. Reporting contraventions

Possible contraventions of the law or Code of Conduct that may be appropriate to report under this policy include:

- a) fraud or other illegal activity or criminal offence;
- b) breach of internal policy or procedure;
- c) corrupt or unethical conduct;
- d) reputationally damaging conduct;
- e) socially irresponsible behaviour; or
- f) any deliberate concealment relating to the above.

This policy does not apply to certain types of matters such as personal work-related grievances such as interpersonal conflict with another employee or decisions about your employment.

4. Protection for Whistleblowers

The Company is committed to ensuring confidentiality in respect of all matters raised under this policy and will take steps to ensure that those who make a report are treated fairly and do not suffer detriment. The Company will protect whistleblowers by:-

- Handling disclosures confidentially, objectively, fairly and independently;
- Assessing each disclosure on its merits and seeking evidence to support reports;

- Ensuring all parties the subject of a disclosure are provided procedural fairness; and
- Providing the affected person/s with access to support services, if required,

as follows:-

(a) Protection against detrimental conduct

Detrimental treatment includes dismissal, demotion, harassment, discrimination, disciplinary action, bias, threats or other unfavourable treatment connected with making a report.

(b) Protection of your identity and confidentiality

Subject to compliance with the Corporations Act the Company will only share your identity as a whistleblower or information likely to reveal your identity if you consent.;

If the Company needs to investigate a report, it may disclose information that could lead to your identification, but it will take reasonable steps to reduce this risk. Any disclosure of identity or information likely to reveal the identity of a whistleblower will be made on a confidential basis.

(c) Protection of files and records

All files and records created from an investigation will be retained securely. Unauthorised release of information to someone not involved in the investigation (other than senior managers or directors who need to know to take appropriate action, or for corporate governance purposes) without the whistleblower's consent, will be a breach of this policy.

Whistleblowers are assured that a release of information in breach of this policy will be regarded as a serious matter and will be dealt with under the Company's disciplinary procedures.

Special protections are provided to whistleblowers under the Corporations Act and the Taxation Administration Act 1953. Refer to Annexure A.

5. Who to report to

A whistleblower should approach their supervisor first as they may be in the best position to address a concern.

If a whistleblower is not comfortable speaking to their supervisor, not satisfied with their supervisor's response or is not an employee of the Company, the whistleblower is encouraged to contact the [Report & Investigation Officer](#) or the [Chair of the Audit and Risk Management Committee](#). The whistleblower may also report concerns to those parties listed in Annexure A.

Supervisors and managers are required to report suspected contraventions of the Code of Conduct to the Report & Investigation Officer, who has responsibility to investigate all reported contraventions. The Report & Investigation Officer can be contacted as follows:-

In person or by mail

Sue Symmons, General Counsel and Company Secretary

Level 6, 108 St. Georges Terrace, Perth WA

By email: reportinvestigation@pioneercredit.com.au

The Chair of the Audit and Risk Management Committee can be contacted as follows:-

Pauline Gately, Non Executive Director

By email: auditchair@pioneercredit.com.au

Where a report is made, it is preferred that it is made openly and the identity of the whistleblower is disclosed. A report can be made anonymously, however whistleblowers should be aware that it is more difficult to investigate a report that is made anonymously. Maintaining anonymity will be difficult where the nature of the complaint or allegation points to an individual having made it or due to the inherent nature of an investigation process.

6. Report & Investigation Officer

The Report & Investigation Officer is responsible for investigating all reports concerning contraventions of the Code of Conduct. The Report & Investigation Officer will advise the Managing Director of reports received unless the report is related to him, in which case the Chair will be advised.

Any investigation will be conducted in a fair and objective manner.

The Report & Investigation Officer has direct access to the Audit and Risk Management Committee and, is required to convey all reports to the Chair of this Committee, and report to the Committee as a whole at least bi-annually on compliance activity. Any reports raised will remain outstanding items with the Committee until satisfactory resolution has been reached. Material incidents are required to be reported to the full Board.

7. Reasonable Grounds

Anyone filing a report must have reasonable grounds for believing the information disclosed indicates a contravention of the Code of Conduct.

It is a serious matter to make reports that prove to be unsubstantiated or are made maliciously or known to be false and any person doing so may be subject to disciplinary action, including termination by summary dismissal.

8. Handling of reported violations

The Report & Investigation Officer will acknowledge receipt of a report as soon as is practical. All reports will be promptly investigated and, if warranted, appropriate corrective action will be taken.

Where there is a means to communicate with the whistleblower:-

- a) periodic updates may be provided; and
- b) at the end of an investigation, the whistleblower will, if appropriate, be advised of the outcome.

9. Communication of Whistleblower Policy

The Report & Investigation Officer will ensure that the Whistleblower Policy is communicated to all Personnel. Employees will receive training on the Whistleblower Policy at their induction into the Company, with refresher communication annually. Managers will receive training on how to deal with, and respond to, whistleblower reports with refresher communication annually.

10. Review of Whistleblower Policy

The Company will monitor compliance with this Whistleblower Policy.

The Board will review and approve this Whistleblower Policy at least annually.

11. Definitions

Corporations Act	Corporations Act (2001) (Cth)
Emergency Disclosure	The meaning as contained in s1317AAD of Corporations Act
Public Interest Disclosure	The meaning as contained in s1317AAD of Corporations Act
Personal Work Related Grievances	The meaning as contained in s1317AADA Corporations Act
Reasonable Grounds	<p>The term ‘reasonable grounds to suspect’ is based on the objective reasonableness of the reasons for the discloser’s suspicion. It ensures that a discloser’s motive for making a disclosure, or their personal opinion of the person(s) involved, does not prevent them from qualifying for protection. In practice, a mere report with no supporting information is not likely to be considered as having ‘reasonable grounds to suspect’. However, a discloser does not need to prove their reports.</p> <p>Where possible, evidence is encouraged.</p>
Regulatory Body	A Commonwealth body prescribed under regulations such as Australian Securities and Investments Commission (ASIC), Australian Prudential Regulatory Authority (APRA), Australian Competition & Consumer Commission (ACCC), the Australian Federal Police (AFP), the Reserve Bank of Australia (RBA) (as appropriate)

Whistleblower Policy history

Adopted: 25 February 2014

Last Reviewed: 24 February 2025

ANNEXURE A – SPECIAL PROTECTIONS FOR WHISTLEBLOWERS

Special protection is provided to whistleblowers for disclosures about any misconduct or improper state of affairs relating to the Group if the whistleblower is or has been:

- (a) an officer or employee of the Group;
- (b) an individual who supplies goods or services to the Group or an employee of a person who supplies goods or services to the Group;
- (c) an individual who is an associate of a Group company; or
- (d) a relative, dependent or dependent of the spouse of any individual referred to at (a) to (c) above,

under the *Corporations Act* and the *Taxation Administration Act 1953*.

Corporations Act

Under the Corporations Act, the above special protection is provided if the report is made:

- (a) to a Regulatory Body;
- (b) to the Group's external auditor¹
- (c) to the Report & Investigations Officer²;
- (d) to the Chair of the ARMC³; or
- (e) to a director, secretary or senior manager of the Group;
- (f) to any supervisor who is authorised under this Policy to receive disclosures;
- (g) to a lawyer for the purpose of obtaining legal advice or legal representation in relation to the operation of the whistleblower provisions in the Corporations Act; or
- (h) as an Emergency Disclosure or Public Interest Disclosure, as set out and in accordance with s1317AAD of the Corporations Act, and the whistleblower has contacted an independent legal adviser before making a Public Interest Disclosure or Emergency Disclosure,

and the whistleblower has Reasonable Grounds to suspect that the information being disclosed concerns misconduct, or an improper state of affairs or circumstances in relation to the Group. This may include a breach of legislation including the *Corporations Act*, an offence against the Commonwealth punishable by imprisonment for 12 months or more, or conduct that represents a danger to the public or financial system.

Examples of conduct which may amount to a breach of the *Corporations Act* include:

insider trading, insolvent trading, breach of the continuous disclosure rules, failure to keep accurate financial records, falsification of accounts, failure of a director or other officer of the Group to act with the care and diligence that a reasonable person would exercise, or to act in good faith in the best interests of the corporation or failure of a director to give notice of any material personal interest in a matter relating to the affairs of the company.

¹ RSM Australia Partners

² Reportinvestigation@pioneercredit.com.au

³ auditchair@pioneercredit.com.au

When the above conditions are met, the protections under the *Corporations Act* are:

1. the whistleblower is not subject to any civil or criminal liability for making the disclosure;
2. no contractual or other remedies may be enforced, and no contractual or other right may be exercised, against the whistleblower for making the report;
3. in some circumstances, the reported information is not admissible against the whistleblower in criminal proceedings or in proceedings for the imposition of a penalty;
4. anyone who causes or threatens to cause detriment to a whistleblower or another person in the belief or suspicion that a report has been made, or may have been made, proposes to or could be made, may be guilty of an offence and may be liable for damages;
5. a whistleblower's identity cannot be disclosed to a Court or tribunal except where considered necessary; and
6. the person receiving the report commits an offence if they disclose the substance of the report or the whistleblower's identity, without the whistleblower's consent, to anyone except a Regulatory Body or a lawyer for the purpose of obtaining legal advice or representation in relation to the report.

Taxation Administration Act 1953

Under the *Tax Administration Act*, special protection is provided if the report is made to:

- the Group's external auditor¹
- a registered tax agent or BAS agent who provides tax or BAS services to the Group;
- the Report & Investigations Officer²;
- the Chair of the ARMC³;
- a director, secretary or senior manager of the Group;
- any supervisor who is authorised under this Policy to receive disclosures;
- any officer or employee of the Group who has functions or duties relating to tax affairs of the Group (Group recipients);
- the Commissioner for Taxation; or
- a lawyer for the purpose of obtaining legal advice or representation in relation to a report, and

the whistleblower:-

1. has Reasonable Grounds to suspect that the information being disclosed concerns misconduct, or an improper state of affairs or circumstances in relation to the tax affairs of the Group; and
2. considers that the information may assist the Group recipients to perform functions or duties in relation to the tax affairs of the Group; and
3. considers that, if the report is made to the Commissioner of Taxation, the information may assist the Group recipient to perform functions or duties in relation to the tax affairs of the Group.

The protections given by the *Taxation Administration Act* when these conditions are met are:

1. the whistleblower is immune from any civil, criminal or administrative legal action (including disciplinary action) for making the disclosure;
2. no contractual or other remedies may be enforced, and no contractual or other right may be exercised, against the whistleblower for making the report;
3. where the disclosure was made to the Commissioner of Taxation, the reported information is not admissible against the whistleblower in criminal proceedings or in proceedings for the imposition of a penalty, except where the proceedings are concerned with whether the information is false;
4. unless the whistleblower has acted unreasonably, a whistleblower cannot be ordered to pay costs in any legal proceedings in relation to a report;
5. anyone who causes or threatens to cause detriment to a whistleblower or another person in the belief or suspicion that a report has been made, or may have been made, proposes to or could be made, may be guilty of an offence and liable to pay damages;
6. a whistleblower's identity cannot be disclosed to a Court or tribunal except where considered necessary;
7. the person receiving the report commits an offence if they disclose the substance of the report or the whistleblower's identity, without the whistleblower's consent, to anyone except the Commissioner of Taxation, the AFP or a lawyer for the purpose of obtaining legal advice or representation in relation to the report.

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