

Whistleblower Reports

Overview

Toll does not tolerate behaviour that breaches the [Toll Group Code of Practice](#), the [Toll Group Supplier Code of Practice](#), Toll's internal policies and standards, or is otherwise unlawful or unethical.

Principles

Toll is committed to:

- listening to people who raise concerns;
- protecting them from unlawful retaliation as a result of their disclosures;
- maintaining their confidentiality and protecting their identity when requested; and
- assessing and investigating suspected wrongdoing or misconduct confidentially, impartially and fairly.

If you are a current or former:

- employee, director or officer of Toll;
 - person who supplies goods or services to Toll (including contractors, subcontractors, sub agents, consultants, and third party providers);
 - employee of Toll's suppliers, contractors, subcontractors, sub agents, consultants and third party providers;
 - spouse, relative or dependent of the above categories of persons,
- and suspect instances of unethical, unlawful or other improper conduct relating to Toll, we encourage you to report it using the [Toll Disclosure Hotline](#).

Employees also have access to other reporting channels, which are described in the Toll Group internal Whistleblower Policy.

Toll will assess and investigate your disclosure confidentially and protect you from unlawful retaliation as a result of your disclosure. If you request anonymity, we will protect your identity.

Under Australia's *Corporations Act 2001 (Cth)*,¹ whistleblowers may also be eligible for certain additional legal protections when they make certain types of disclosures. At Toll, this includes disclosures made to the [Toll Disclosure Hotline](#) and certain other eligible or prescribed recipients about:

- misconduct, including fraud, negligence, breach of trust or breach of duty in relation to any entity within Toll;
- an improper state of affairs or circumstances in relation to Toll;
- Toll or its people having engaged in conduct that:
 - constitutes an offence against, or a contravention of, various specified legislation, including Australia's *Corporations Act 2001 (Cth)* or *Australian Securities and Investments Commission Act 2001 (Cth)* and any instrument made under these laws;
 - constitutes an offence against any other Australian federal law that is punishable by imprisonment for a period of 12 months or more e.g., certain criminal offences;
 - represents a danger to the public or the financial system – e.g., work practices which may pose a serious threat to health and safety; or
- retaliation or detrimental action against whistleblowers who have reported the above matters.

¹ A similar whistleblower regime applies with respect to Australia's *Taxation Administration Act 1953 (Cth)*.

Further Information

Please go to the [Toll Disclosure Hotline](#) to make a report, or to review further information about the Toll Disclosure Hotline, including some Frequently Asked Questions.

Toll employees may refer to the Toll Group Whistleblower Policy (available on the Toll intranet) or contact Toll's Chief Compliance & Security Officer.

If any other party requires further information on whistleblower laws applicable to Australia's private sector, including Toll, the Australian Securities and Investments Commission has provided guidance on these matters, including the guidance available [here](#).

You are also free to seek independent legal advice about your rights in relation to disclosing information.