



WHISTLEBLOWER PROTECTION POLICY

Kinetic IT's values provide the foundation for how we behave and interact with each other, our customers, partners, and the communities in which we operate. Acting with integrity, honesty, fairness and equity, we endeavour to uphold the highest standards of ethical business practices.

We are committed to fostering a culture where our crew and other eligible disclosers feel safe and are empowered to raise concerns about any misconduct or an improper state of affairs (including unethical, illegal, corrupt, dishonest conduct or conduct that breaches Kinetic IT's policies) without being subject to detrimental treatment.

The Company, its Managers and Leaders will support our crew to achieve this policy by:

- Implementing and endorsing this policy and the Kinetic IT Whistleblower Protection Framework that forms part of this policy.
- Encouraging and supporting crew and other eligible disclosers to report an issue or event if they reasonably believe it amounts to misconduct or an improper state of affairs.
- Providing multiple avenues through which concerns can be reported, including through an external independent service.
- Taking reasonable steps to protect crew and other eligible disclosers from retaliation, victimisation, intimidation, harassment or other forms of detrimental treatment.
- Treating whistleblower reports with discretion, in a timely manner and in accordance with the Kinetic IT Whistleblower Protection Framework and legislative requirements.

Kinetic IT is a values-led organisation and we are proud of the strong reputation we have built. By working together, following the law and upholding our values, we will continue to be recognised as an ethical business partner and upstanding corporate citizen.

Michael North
Chief Executive Officer

Rhoda Phillippo
Chairperson