



Whistleblowing Policy

Decmil (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as Decmil) is committed to a culture of respect and ethical conduct in the way we work and relate to each other. We recognise the value of keeping the laws and standards that apply to us in our work and encourage everyone to report misconduct.

In accordance with our corporate values Sustainability, Collaboration, Integrity, Solutions and Performance we will not tolerate corrupt, illegal, or other undesirable conduct, nor condone detrimental acts of anyone who intends to disclose or has disclosed misconduct.

Decmil's Purpose of this Policy includes the following:

- To encourage more disclosures of wrongdoing
- To help deter wrongdoing, in line with the entity's risk management and governance framework
- To ensure individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported
- To ensure disclosures are dealt with appropriately and on a timely basis
- To provide transparency around the entity's framework for receiving, handling and investigating disclosures
- To support Decmil's values and Code of Conduct
- To support the entity's long-term sustainability and reputation
- To meet the Decmil's legal and regulatory obligations
- To align with the ASX Corporate Governance Principles and Recommendations and relevant standards.

Nothing in this policy is intended to change or take away any other protections which may be available at law. Every person to whom this policy applies has a responsibility to:

- Remain alert to misconduct
- Report known or suspected misconduct in accordance with this policy
- Act in a way that reduces, prevents or stops misconduct
- Support (and not victimise) those who have made or intend to make a disclosure
- Ensure the identity of the Discloser and the person/s who is the subject of the disclosure are kept confidential.

Reporting misconduct takes moral courage and accordingly, we remind those in scope of this policy that we are here to listen, respond, support and protect you when you make a disclosure. This Policy forms part of the corporate governance framework and is supported by the [Whistleblowing Procedure](#), [Code of Conduct](#) and [Anti-Bribery and Corruption Policy](#).

Dickie Dique

Managing Director and Chief Executive Officer