

This policy is to ensure that Carman's Fine Foods employees and associates (eligible whistle blowers) have the mechanism to whistle blow without fear of penalties or repercussions.

Carman's recognizes the importance of a whistleblowing policy in identifying any wrong doings in its supply chain and recognizing the potential for such issues to occur. Such issues are referred to as reportable conduct for the purpose of this statement.

Personal work-related grievances should follow our Grievance and Complaints Policy which can be found via the employee handbook.

Reportable Conduct includes the following;

- dishonest;
- fraudulent;
- corrupt;
- illegal;
- unethical;
- in breach of internal policy (including the Code of Conduct);
- misconduct or an improper state of affairs in relation to a supply chain partner
- a danger, or represents a danger, to the public or financial system.

Disclosures can be made in the following ways;

- in person to a member of the Carman's leadership team
- anonymously to Stopline – our nominated Whistleblower Service

<http://carmanskitchen.stoplinereport.com/>

[carmanskitchen@stopline.com.au](mailto:carmanskitchen@stopline.com.au)

Whistle blowers will have their identity protected to ensure they are not subject to any prejudice as a result of their actions.

All disclosures will be investigated whilst protecting the anonymity of the discloser. Findings will be documented and communicated accordingly ensuring the discloser remains informed of any developments.

Any findings which are found to constitute a legal breach will be dealt with accordingly in line with the requirements of the Corporations Act 2001 (Cth) and equivalent legislation in other jurisdictions.

A handwritten signature in black ink, appearing to read 'Carolyn', with a stylized flourish at the end.

Carolyn Creswell (Company Founder & Director)

Date **26/11/2020**