

Policy Statement

Whistleblower Policy

1. Introduction

TechnologyOne is committed to maintaining a high standard of integrity and accountability where our people observe good governance and ethical behaviour and feel supported to disclose matters of concern.

TechnologyOne encourages and supports individuals to report disclosable matters, including instances of suspected corrupt conduct, criminal conduct, or failure to comply with any legal or regulatory obligation of our business.

2. Persons eligible to make a disclosure

This Policy is available to all 'eligible whistleblowers' which includes employees (including directors, officers and full-time, part-time and temporary employees of TechnologyOne) and their dependents and relatives, any former employees and their dependents and relatives, and contractors, suppliers and volunteers, either current or former, and their dependents and relatives.

3. Disclosable matters that can be reported

Eligible whistleblowers can report a disclosable matter where it relates to TechnologyOne and there are reasonable grounds to suspect that the conduct is:

- dishonest, fraudulent or corrupt such as bribery or theft
- illegal such as theft, violence, harassment or intimidation, criminal damage to property, breach of competition and consumer law, breach of privacy law or other breaches of law
- unethical or in serious breach of TechnologyOne's policies such as the Code of Business Conduct and the Insider Trading Policy
- potentially damaging to TechnologyOne or its subsidiaries such as serious mismanagement of company resources
- a danger, or represents a danger, to the public or a TechnologyOne team member such as deliberate unsafe work practices, or willful disregard to the safety or others in the workplace, or
- such that it may cause serious financial or non-financial loss, damage TechnologyOne's reputation or be otherwise seriously contrary to TechnologyOne's interests.

Matters regarding work-related grievances should be reported under the Lodging a Complaint Policy. Work-related grievances have personal rather than company implications, and where reported through the Whistleblower Service, will be redirected to People & Culture and not managed under the Whistleblower Policy.

4. How to report a disclosable matter:

Disclosable matters are encouraged to be reported to TechnologyOne's Independent Whistleblower Service:

TechnologyOne's Independent Whistleblower Service

Provider	Stopline Pty Ltd
Phone	1300 30 45 50
Email	makeareport@stopline.com.au
Web	https://technologyonecorp.stoplinereport.com
Post	C/o Stopline, PO Box 403, Diamond Creek, VIC 3089
Operating hours	Web available 24 hours, 7 days per week. Phone available from Monday to Friday, 8.00am to 8.00pm (AEDT)
Support	Smart phone APP, national relay services and translation services available

To qualify for the whistleblower protections, a disclosable matter must be reported to an eligible recipient (including the Independent Whistleblower Service above). The disclosure will be subject to the applicable assessment and investigation process.

Where disclosures are made in accordance with the policy, the necessary protections set out in the policy, including confidentiality, anonymity and safeguarding against detriment, will apply. Where a disclosable matter relates to conduct outside of Australia, or the eligible whistleblower is based outside of Australia, there may be other specific requirements/considerations which impact TechnologyOne's management of the disclosure.