

WHISTLEBLOWER POLICY

TW Power Services encourages the highest standard of ethics and compliance in all of our operations. To do so we must have transparency in our operations. We encourage anyone (Whistleblowers) to come forward with information relating to Company conduct that is:

- dishonest, fraudulent or corrupt;
- illegal;
- unethical;
- improper or inappropriate;
- unsafe or endangers the health and safety of others; or is
- victimization, harassment, bullying or unlawful discrimination.

This Whistleblower policy extends to current and former officers, employees, contractors (including their employees and officers), suppliers, agents, individual associates or other persons who have dealings with TWPS; and their current or former relatives or dependents, which includes a spouse or former spouse, or any other person deemed to be an eligible Whistleblower under any applicable law.

TWPS' preference is that Whistleblowers report via the Ethics Helpline which is administered by a third party.

Whistleblowers may also make a report to:

- An officer or senior manager of TW Power Services
- TW Power Services Integrity Hotline:
 - Online: www.yourcall.com.au/report
 - Email: twpower@yourcall.com.au
 - Phone AU: 1300 790 228 Phone NZ: 0800 123 508 Phone Intl. (country code): +61 1300 790 228
- TW Power Services' external auditor
- A legal practitioner for the purpose of representation or advice; or
- An applicable regulator

We are committed to ethical business practices, encourage reporting of unethical conduct, treat all reports seriously and handle them in a timely, sensitive, and consistent manner.

All reasonable steps are taken to reduce the risk of a Whistleblower's identity being disclosed. Serious issues may be reportable to local authorities for further investigation.

The Company will not permit victimization or detrimental treatment against any Whistleblower who makes a report.



Russell Claxton | Chief Executive Officer