

# SPEAKING UP! AT GREENLIT BRANDS

At Greenlit Brands, we are committed to conducting our business ethically, lawfully and with integrity. We have a zero-tolerance approach to bribery, corruption or fraud in our business.

The directors of Greenlit Brands, our Group CEO and Leadership Team of Greenlit Brands are all committed to creating an environment where our current and former team members and other stakeholders are empowered to Speak Up! to help to ensure improper conduct is prevented and, when it does occur, it is identified and addressed.

While we understand it may be daunting, we encourage all of our current and former team members and other stakeholders to Speak Up! when they see something wrong. This could include:

- misconduct or an improper state of affairs in [brand short name]'s business
- an abuse by an individual of their position or other breach of Greenlit Brands' Anti-Bribery, Corruption and Fraud Policy and Guidelines or other compliance policies
- illegal behaviour
- conduct by Greenlit Brands that represents a danger to the public or financial system
- misconduct or an improper state of affairs or circumstances in relation to Greenlit Brands' tax affairs.

To ensure team members and other stakeholders can raise concerns when they see something wrong, Greenlit Brands has put in place a variety of informal and formal avenues that can be used. Those include avenues for concerns to be raised anonymously however, where an individual does not disclose their identify when raising a concern, it may be harder for Greenlit Brands to appropriately address the concern.

Team members and other stakeholders can:

- raise concerns informally with their supervisor or manager or contract manager
- raise concerns formally with an Authorised Recipient for receiving concerns, including members of the Greenlit Brands Executive Team or other Authorised Recipients detailed in Greenlit Brands' Speak Up! Guidelines
- raise the concerns formally with our external audit partner from Price Waterhouse Coopers
- raise concerns formally with our external partner, Stop Line, where concerns can be raised confidentiality and anonymously. Concerns can be raised with Stop Line:
  - by telephone on 1300 30 45 50 (in Australia) or 0800 42 50 08 (in New Zealand)
  - by email to [greenlitbrands@stoline.com.au](mailto:greenlitbrands@stoline.com.au)
  - online at [speakupatgreenlitbrands.com.au](http://speakupatgreenlitbrands.com.au)
  - by post to C/O THE STOPLINE, Locked Bag 8, Hawthorn, VIC, Australia, 3122
  - by fax to +61 3 9882 4480.

While team members and other stakeholders are encouraged to raise any concerns they have using one of the avenues made available by Greenlit Brands, concerns may also be raised with external regulatory bodies such as ASIC or the ATO and, in limited circumstances, concerns may be raised in emergency or public interest circumstances.

Individual work grievances raised through our Speak Up! avenues will be referred to Greenlit Brands' human resources team to be managed.

Greenlit Brands will treat any concerns that are raised seriously and is committed to investigating reported concerns. Where possible and where the individual raising the concerns has identified themselves, Greenlit Brands will try to keep the person raising the concerns informed about the progress of Greenlit Brands' investigations. However, Greenlit Brands will need to balance this against its confidentiality obligations to other individuals and the need to ensure the integrity of the investigation.

Where a concern is raised formally, Greenlit Brands will protect the person raising the concern from retaliation or victimisation. The identity of the person raising the concern will also be kept confidential unless they request or agree otherwise. A team member who becomes aware of the identity of a person who has raised a concern, or information that is likely to lead to a person who has raised a concern being identified, is legally required to keep the information confidential. There can be serious consequences for failing to comply with this requirement.

Greenlit Brands considers a breach of the requirements of this policy to be a very serious matter and team members who do not comply with the requirements of this policy may be subject to disciplinary action, up to and including dismissal.

Team members and business partners should ensure they are familiar with Greenlit Brands' Speak Up! Guidelines which provide further information about how team members and other stakeholder can Speak Up! and how Greenlit Brands will investigate their concerns and protect them. Greenlit Brands will provide team members with periodic training and reminders on the ways they can Speak Up! and how they will be protected.