



WHISTLEBLOWER PROTECTION POLICY

Purpose

This policy outlines Violet's approach to information disclosed through 'whistleblowing' by employees or others. Violet is committed to fostering an ethical culture where improper conduct is reported without fear of retaliation. This policy, based on the Corporations Act 2001, aims to:

- Encourage reporting of issues that may harm Violet or its reputation.
- Protect the whistleblower's identity when handling reports.
- Ensure protection from retaliation.
- Comply with whistleblower protection laws.

Scope

This policy applies to all Violet employees, contractors, consultants, volunteers, Board Directors, and Committee members.

Reportable Conduct

You may report misconduct if you believe there is reasonable evidence of:

- Dishonesty, fraud, or corruption;
- Illegal activities (theft, violence, drug use, etc.);
- Ethical breaches, including policy violations;
- Harm to Violet, employees, or third parties;
- Harassment, discrimination, bullying, etc.

Personal work-related grievances, such as conflicts with colleagues or decisions about employment, should be reported under the Grievance Policy.

Making a Disclosure

You are expected to report any misconduct you become aware of. Reports can be made internally to the Whistleblower Protection Officers (WPO) listed below or externally if preferred.

Internal Reporting

Reports can be made to the following officers:

- Melissa Reader (CEO): +61 (0)410 546 894
- Kate Carnell (Chair of the Board): +61 (0)415 662 266

External Reporting

If you are uncomfortable with internal reporting, you can contact the external investigator, Alison Brown at abrownconsulting123@gmail.com or 0452 399 582.

Anonymity

You can make an anonymous report, though providing your identity helps with the investigation. Your identity will be kept confidential unless required by law.

Investigation

Violet will investigate reported issues promptly (do you want to commit to a timeframe?), ensuring fairness and confidentiality. If not anonymous, the WPO will contact you to discuss the investigation process and any other matters that are relevant to the investigation.

Protection of Whistleblowers

Violet ensures whistleblowers are treated fairly and not subjected to retaliation.

- You will not face legal consequences for making a report in good faith.
- Detrimental conduct, such as termination or discrimination, is prohibited.
- Confidentiality will be maintained, and your identity will only be disclosed with consent or as required by law.

Support

Independent support may be available through approved counsellors and you can also access services like Lifeline (13 11 14) or Beyond Blue (1300 224 636).

Other Matters

Any breaches of this policy may lead to disciplinary action. This policy does not create contractual rights or obligations but complements other relevant policies, such as Violet's Code of Conduct and Ethics.

Related Resources

- Code of Conduct And Ethics

Version	Date approved	Author	Key changes
1.0	30.03.2022	MR	Nil
2.0	06.02.2025	MR	Nil