

Whistleblower

Policy 13 | Version 1

We encourage and enable all workers, suppliers, associates, and other eligible individuals to come forward if they have reasonable concerns that we are not acting lawfully, ethically, or in a socially responsible manner, in a protected environment free from reprisal, victimisation, or improper conduct.

Maintaining high standards of ethical, moral and legal business conduct is a priority for Vertaview Limited and its subsidiaries. This Policy provides guidance and reassurance on the protections in place for eligible whistleblowers.

Scope:

This policy (and related document/s) applies to Vertaview Limited and its subsidiary companies, related entities, and affiliates anywhere in Australia (collectively referred to as the Vertaview Group).

Members of the Vertaview Group include All About Living, Allinto Australia Limited, Arbourwell Limited, Multicap Limited, and Open Minds Australia Limited (we/us).

We will:

- ✓ Create an environment where whistleblowers can make a disclosure without fear of reprisal
- ✓ Provide appropriate avenues for whistleblowers to disclose their concerns to either internal eligible recipients or an external whistleblower provider
- ✓ Embed a culture of reporting and instill confidence to raise concerns in all whistleblowers
- ✓ Ensure details on how to make a disclosure are readily available..
- ✓ Ensure whistleblowers making a disclosure can remain anonymous if they choose
- ✓ Maintain confidentiality, even if the whistleblower making the disclosure consents to their identity being revealed in the investigation
- ✓ Refer all disclosures to the most appropriate person for initial assessment, and investigation, ensuring the safety of our customers, workers, and whistleblowers
- ✓ Ensure an objective, fair and independent investigation is undertaken
- ✓ Provide ongoing support for the whistleblower and keep them informed of the investigation
- ✓ Ensure fair treatment of individuals mentioned in a disclosure
- ✓ Provide adequate training to those considered internal eligible recipients
- ✓ Ensure the secure and confidential storage of all records relating to disclosures
- ✓ Be respectful, professional, and responsive in our investigation and communication.

We recognise the importance of whistleblowers to be empowered to disclose any concerns as appropriate and the importance of this process.

Our objective is to maintain high standards of ethical, moral and legal business conduct.

Accountability sits with the Group Chief Executive Officer who is accountable to the Vertaview Limited Board for the delivery of high-quality customer service and support. We will hold ourselves and each other accountable for our commitment to high quality customer services and support.

We will comply with all relevant legislative, regulatory, and legal requirements and uphold the United Nations Convention on the Rights of Persons with Disabilities.



Angela Tillmanns, Vertaview Limited Chair
August 2025



Damian Bell, Vertaview Group CEO
August 2025