

Amalgam Recruitment Whistleblower Protection Policy

1. Objective:

To provide a safe and confidential mechanism for employees, contractors, suppliers, and other stakeholders to report serious misconduct, including unlawful, unethical, or illegal behaviour.

2. Policy Statement:

Amalgam Recruitment is committed to maintaining the highest standards of integrity and transparency. We encourage employees and other stakeholders to report any concerns or suspicions of serious misconduct, including corruption, fraud, unethical conduct, or breaches of company policy, without fear of retaliation.

3. Key Principles:

Whistleblowers may report any serious misconduct, including but not limited to:

- Fraud, corruption, or bribery
- Breaches of workplace safety regulations
- Unlawful or unethical behaviour
- Misuse of company resources or funds
- Violations of environmental, health, or safety laws

4. Confidentiality and Anonymity:

All whistleblower reports will be treated with the highest level of confidentiality. Whistleblowers may choose to remain anonymous if they wish. Any information provided will only be shared with those responsible for investigating the issue.

5. Protection for Whistleblowers:

Amalgam Recruitment will protect whistleblowers from retaliation, including dismissal, harassment, or other forms of adverse treatment. Any individual who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination of employment.

6. Reporting Channels:

Whistleblower reports can be made through the following channels:

- Directly to the Managing Director
- External independent bodies (e.g., Australian Securities and Investments Commission or Fair Work Ombudsman) for matters that fall outside the company's scope

7. Investigation of Whistleblower Reports:

All whistleblower reports will be thoroughly investigated by the appropriate personnel, including independent investigators if necessary. Whistleblowers will be kept informed of the progress of the investigation and any actions taken, while maintaining confidentiality where possible.

8. Conclusion:

At Amalgam Recruitment, we are committed to fostering a workplace environment based on integrity, fairness, and transparency. Our Whistleblower Policy ensure that employees have a safe and effective means of raising concerns, addressing issues, and reporting misconduct. We value the contributions of our employees in maintaining a positive and ethical workplace culture.

For any questions or concerns regarding this policy, please contact the Amalgam Recruitment office on 0892776225

Approved by

Name: Senior Management Team

Members:

Tom Parker (Director) Rebecca Heffernan (Director) Martin Heffernan (Senior Manager) Kristy Parker (Senior Manager)

Approved: 18th December 2025