



**Zenith Energy Whistle Blower Protection
Policy**

POL-00012

5/02/2021

Zenith Energy recognises the responsibilities of the Company and its management in upholding the Company’s commitment to reporting any illegal, unethical, or improper conduct and to promote ethical behaviour.

Zenith Energy is committed to conducting all its business activities fairly, honestly with integrity, and in compliance with all applicable laws, rules, and regulations. Our board, management and employees are dedicated to high ethical standards and recognise and support the Company’s commitment to compliance with these standards.

As such, our commitments are to:


- encourage and support people to feel confident to speak up safely and securely if they become aware of wrong-doing or illegal or improper conduct within the Company.
- provide information and guidance on how to report such conduct, how reports will be handled and investigated in a timely manner and the support and protections available if a report is made.
- ensure disclosure protection is conducted under the Corporations Act and Taxation Administration Act
- set out the responsibilities of the Company and its management in upholding the Company’s commitment to reporting any illegal, unethical, or improper conduct.

To achieve this, Zenith Energy will

- appoint a Whistle blower Protection Officer to protect, monitor and apply Whistle blower policy and management plan
- appoint a Whistle-blower Investigating Officer to ensure effectiveness and reporting
- audit internal control systems and procedures regularly to ensure that they are effective in minimising the risk of non-compliance
- promote ethical behaviour and a culture of speaking up to deter wrong doing.

Hamish Moffat
Managing Director

Date

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