

# Snowy Hydro Limited

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## Whistleblower and Public Interest Disclosure Policy

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### 1 Introduction

Snowy Hydro's values reflect our commitment to providing a safe working environment, with a culture of ethical conduct. We encourage people to speak up when those values may be compromised.

This Policy establishes the framework for enabling the reporting of wrongdoing to Snowy Hydro and its subsidiaries and ensuring that individuals who make protected disclosures are supported and protected from adverse consequences relating to the making of disclosures.

Often wrongdoing only comes to light because of individuals (acting alone or together) who are prepared to disclose it, sometimes at great personal and financial risk. As such, a transparent and effective framework for dealing with disclosures is essential to good risk management and corporate governance as it can help uncover wrongdoing that may not otherwise be detected.

### 2 Dual regimes

As Snowy Hydro Limited is a Commonwealth company, there are two distinct regimes that facilitate the making of protected disclosures;

- (a) the Public Interest Disclosure scheme established under the *Public Interest Disclosure Act 2013* (Cth) and regulated by the Commonwealth Ombudsman; and
- (b) the corporate sector whistleblower protection regime established under the *Corporations Act 2001* (Cth) and *Tax Administration Act 1953* (Cth) and regulated by the Australian Securities and Investments Commission.

Both regimes facilitate the making of disclosures (openly and anonymously), focus on integrity related wrongdoing and ensure that people who make 'protected disclosures' are protected from adverse consequences. However, there are important differences between the regimes, namely that:

- the requirements that need to be satisfied to attract the protections and immunities do not match;

| Policy  | Policy Owner                         | Issue:     | Date:          |
|---|--------------------------------------|------------|----------------|
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- the steps that Snowy Hydro must take following receipt of a disclosure are different; and
- the matters that are required by law to be covered in policy documents are not the same.

Because of these differences, Snowy Hydro has two detailed procedure documents that underpin this Policy, the [Whistleblower Procedure](#) and the [Public Interest Disclosure Procedure](#). These two procedures explain, in detail:

|   | Public Interest Disclosure Procedure reference          | Whistleblower Procedure reference                         |
|---|---|---|
| Who is eligible to make a protected disclosure                                | See definition of 'public official' in section 2.1      | See definition of 'eligible whistleblower' in section 2.1 |
| Who a disclosure must be made to in order to attract protections              | See definition of 'authorised recipient' in section 2.2 | See definition of 'eligible recipient' in section 2.2     |
| What the disclosure must be relate to in order to attract protection          | See definition of 'disclosable conduct' in section 2.3  | See definition of 'disclosable matters' in section 2.3    |
| How to make a disclosure and what information to include                      | See section 3   | See section 3   |
| Legal protections and support for individuals who make protected disclosures  | See section 4   | See sections 4 and 5                                      |
| How protected disclosures will be handled by Snowy Hydro and its subsidiaries | See sections 5 and 6                                    | See section 6   |

In addition, Snowy Hydro has a [National Anti-Corruption Commission Referral Procedure](#) which outlines the operational steps for complying with the reporting and referral obligations under the *National Anti-Corruption Commission Act 2022* (Cth) (**NACC Act**).

### 3 Assistance

It can be confusing and complex for disclosers to navigate dual regimes. It is important to note that a discloser does not need to know or specify which regime their disclosure relates to. A discloser can also seek assistance from any of Snowy Hydro's authorised recipients/authorised officers prior to making a formal disclosure (details are in section 2.2 of the Public Interest Procedure and section 2.2 of the Whistleblower Procedure).

Further, there are options under both procedures for disclosers to make reports anonymously (or using a pseudonym) and to make reports to an external and independent service provider engaged by Snowy Hydro to accept confidential reports

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(details are in section 3.1 of the Public Interest Disclosure Procedure and section 3.1 of the Whistleblower Procedure).

Disclosers are encouraged to report any type of potential misconduct and to seek assistance if they need more information.