

Whistle Blower Policy

At **MCS Security Group Pty Ltd**, we are committed to maintaining the highest standards of ethics, integrity, and transparency in all aspects of our operations. This Whistleblower Policy is designed to provide a safe and confidential platform for employees and stakeholders to report any concerns or suspected misconduct without fear of retaliation.

Whistleblowers are encouraged to report any of the following types of concerns, but not limited to:

- Fraud, theft, or embezzlement;
- Bribery or corruption;
- Violations of company policies or procedures;
- Health and safety violations;
- Environmental breaches;
- Discrimination or harassment; and/or
- Any other unethical behaviour.

To support this commitment, we will:

- Provide a transparent and confidential reporting mechanism to enable whistleblowers to report concerns, complaints, or suspicions related to misconduct. Reports can be made anonymously, and the identity of the whistleblower will be protected to the fullest extent allowed by law;
- Protect whistleblowers from any form of retaliation, harassment, or discrimination. Any reprisal against a whistleblower will be treated as a serious violation of this policy and may result in disciplinary action;
- Ensure that individuals who make reports in accordance with this policy are protected from any form of retaliation; and
- Promptly initiate a thorough and impartial investigation. The investigation will be conducted discreetly, and all involved parties will be treated fairly.

Grievances can be reported directly through an independently monitored external whistleblower service called ProAct Link on –

Phone: 1800 888 340

Email: report@proactlink.com.au

Online: www.proactlink.com.au



Paul Simmons
Chief Executive Officer
4 September 2023