

OCS ANZ

Whistleblowing (Speaking Up) Statement

OCS is committed to maintaining the highest level of business ethics and standards of honesty, integrity, openness and accountability, and to ensure full compliance with legal obligations and Corporate Social Responsibility standards. Our Whistleblower Policy is intended to encourage and allow the disclosure of misconduct; ensure disclosures are properly and lawfully dealt with; support and protect everyone involved in the disclosure from victimisation and retaliation; and ensure the identity of those making a disclosure and the content of the disclosure are kept confidential.

We encourage anyone, including colleagues, suppliers, customers and consultants who may have seen or have reasonable grounds to suspect misconduct, improper conduct, malpractice or behaviour concerning OCS to report it.

Misconduct includes but is not limited to:

- Any criminal offence
- Serious breach of our policies and procedures or the law
- Fraud, theft, dishonesty and/or corruption
- Failure to comply with or breach of legal or regulatory requirements
- Significant risks to health, safety or the environment
- Causing substantial financial or non-financial loss or detriment to OCS
- Victimising someone for making or being involved in a disclosure
- Potential instances or risks of modern slavery
- Other serious improper conduct
- Actions which are intended to conceal any of the above.

We treat all matters raised confidentially. This means that all information on the reported matter, including the identity of individuals involved (where disclosed), will only be shared where necessary with relevant individuals who are involved in investigating the matter. Anyone raising any concern in good faith, regardless of whether that concern is found to be true, will not suffer adverse consequences.

Reporting

We have set up a formal independent whistleblowing service to enable colleagues and others to report any serious concerns. Safecall allows you to make whistleblowing reports by [phone](#) (NZ: 0800 7233 2255 or AU: 1800 312 928) (or by visiting OCS's dedicated [Safecall website](#)).