

Whistleblower Protection Policy

Purpose of the Policy

Australian Energy Market Operator Limited (**AEMO**) is committed to achieving the highest standards of corporate compliance and ethical business conduct. This Whistleblower Protection Policy (**Policy**) supports that commitment by ensuring that employees, contractors and other specified stakeholders can report misconduct within the organisation without fear of reprisal.

The purpose of this Policy is to encourage Eligible Whistleblowers (as defined below) to report any known or suspected organisational misconduct within, or involving, AEMO. The Policy seeks to achieve this by providing transparency on the processes that apply to reports made, and the protections provided by AEMO to Eligible Whistleblowers, under this Policy. A person who reports organisational misconduct is called a 'whistleblower', because they are 'blowing the whistle' and uncovering potential matters of concern.

This Policy and AEMO's associated internal procedures and systems are important tools for deterring and uncovering any organisational misconduct and for ensuring that individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported.

AEMO is a regulated entity for the purposes of Part 9.4AAA of the *Corporations Act 2001* (Cth) (**Corporations Act**), which provides certain people legal rights and protections as whistleblowers and requires AEMO to have a whistleblowing policy that addresses the protections under that Act. Further information regarding these protections is set out in the Appendix to this Policy.

This Policy applies to AEMO and its subsidiaries from time to time, other than subsidiaries which have their own whistleblower policy (such as AEMO Services Limited (**AEMO Services**)). References to AEMO in this Policy should be read as references to a relevant subsidiary where applicable and actions that may be taken by AEMO under this Policy may also be taken by a relevant subsidiary where appropriate.

Who is an Eligible Whistleblower

Eligible Whistleblowers under this Policy include:

- current or former officers of AEMO (including a director or secretary of AEMO);
- current or former employees of AEMO (including a full time, part time, casual or fixed term employee);
- current or former suppliers to AEMO, whether services are paid or unpaid (including a contractor, consultant or service provider);
- current or former employees of a supplier to AEMO;
- associates of AEMO (within the meaning of the Corporations Act, including a director or secretary of an entity of AEMO, a person with whom an entity of AEMO acts in concert, or a person with whom AEMO is or proposes to become formally or informally associated); and
- relatives (including a parent, child or sibling), spouses (including a de facto partner) or dependents of any of the above or their spouses.

Even if you do not fall into one of the above categories, you are still encouraged to raise any concern you have through the channels outlined in this Policy. AEMO will still assess the concern raised and take appropriate steps. While AEMO may not be able to apply all of the protections set out in this Policy to you in this circumstance, it will look for ways to support all people who raise a concern.

If you meet any of the above descriptions in respect of AEMO Services, please refer to the AEMO Services Whistleblower Protection Policy and Guidelines.

What conduct is reportable

Eligible Whistleblowers are encouraged to report any conduct (whether actual, proposed or suspected) that they have reasonable grounds to suspect concerns misconduct or an improper state of affairs or circumstances in relation to AEMO, which may include:

- breaches of any Commonwealth or state legislation (including energy laws and rules);
- serious breaches of the AEMO Code of Conduct, or any other policy;
- conduct that is dishonest, fraudulent, corrupt or amounts to bribery;
- conduct that is illegal (including theft, drug use or sale, violence or threatened violence and criminal damage);
- conduct that is a serious and substantial waste, mismanagement or misuse of AEMO resources;
- conduct that poses a serious risk to any person's workplace, health, safety or the environment;
- conduct that causes, or may cause, any loss or reputational impact to AEMO, or is otherwise detrimental to AEMO's interests;
- conduct that presents a danger to the public or financial system;
- detrimental conduct against a person for making a report under this Policy; or
- deliberate covering up for any of the above matters,

each a **Disclosure**.

It is noted that Disclosures may not necessarily concern conduct that contravenes a law.

An Eligible Whistleblower does not have to be sure that any reported conduct has occurred to raise a concern (for example, if they only have some information leading to a suspicion, but not all the details) and they will be protected under this Policy even if their concern turns out to be incorrect. However, intentionally making a false report is a serious matter and may result in disciplinary action, including dismissal of an employee, termination of contract or other action.

What conduct is not reportable

This Policy does not generally apply to personal work-related grievances. Personal work-related grievances are disclosures of information concerning a grievance about any matter:

- in relation to the Eligible Whistleblower's employment, or former employment; and
- that has personal implications for the Eligible Whistleblower; and
- which does not otherwise have significant implications for AEMO; and
- does not concern conduct that can be reported as a Disclosure, as described above.

Examples of personal work-related grievances include: an interpersonal conflict between the discloser and another employee, a decision that does not involve a breach of workplace laws, or a decision about the engagement (including terms and conditions of engagement), transfer or promotion of the discloser, including decisions about suspension, termination or disciplinary action relating to an employee.

Personal work-related grievances are dealt with by AEMO's internal Grievance Resolution Policy and Guidelines, and other internal human resources policies, and disclosers of personal work-related grievances should refer to these policies for information.

However, if an Eligible Whistleblower identifies matters as part of a personal work-related grievance that:

- could amount to reportable conduct;
- would have significant implications for AEMO;

- relate to a person suffering from or being threatened with detriment for making a Disclosure under this Policy; or
- relate to both a personal work-related grievance and a matter qualifying as a Disclosure under this Policy,

the matter should be disclosed under this Policy.

How and to whom Disclosures may be made

An Eligible Whistleblower may make a Disclosure to:

- AEMO's authorised independent integrity hotline – STOPline;
- where they are an employee, to his or her Executive General Manager, verbally or in writing (including by email); or
- if the Eligible Whistleblower prefers not to discuss the matter with his or her Executive General Manager for any reason, or is not an AEMO employee, a report may be made to any AEMO senior manager (Executive General Manager level and above) or the Company Secretary,
(each, an **Authorised Recipient**).

STOPline is a specialist organisation, independent of AEMO, with staff trained in confidential reporting and whistleblower protection, that operates a whistleblower hotline 24 hours a day, on 365 days of the year. STOPline can be contacted by telephone on 1300 304 550, facsimile on 03 9882 4480 or email at aemo@stopline.com.au. Disclosures can be posted to C/- STOPline, PO Box 403, Diamond Creek, Victoria 3089. Eligible Whistleblowers can also make disclosures via the STOPline website at <https://aemo.stoplinereport.com> or using the unique QR code.

The role of STOPline and the other Authorised Recipients in this capacity is to receive reports that qualify for protection under this Policy. You are encouraged to make a report through one of the above channels, so that it can be promptly and effectively addressed by AEMO. However, additional reporting options are also set out in the Appendix to this Policy.

AEMO encourages Eligible Whistleblowers to make disclosures to STOPline in the first instance or to another Authorised Recipient where an Eligible Whistleblower would feel more comfortable doing so. If an Eligible Whistleblower would like to make an anonymous report, it is recommended that they do so through STOPline, which facilitates anonymous reports being made. AEMO also suggests an Eligible Whistleblower maintain ongoing two-way communication with AEMO, including via STOPline, so we may ask follow up questions or provide feedback.

Eligible Whistleblowers can choose to remain completely anonymous, identify themselves to the Authorised Recipient only, or give their permission for the Authorised Recipient to disclose their identity to the Whistleblower Protection Officer, Whistleblower Investigations Officer and/or any other person required to be aware of their identity for the purposes of conducting an investigation into the concern or implementing any actions arising from an investigation. If an Eligible Whistleblower decides to disclose their identity, AEMO will take steps to protect their identity and to protect them from detriment. If they do not disclose their identity, this may limit AEMO's ability to progress a report, undertake any investigation or take any further action.

Eligible Whistleblowers may seek information regarding this Policy and AEMO's internal procedures on a confidential basis from the Whistleblower Protection Officer prior to making a disclosure.

Whistleblower Protection Officer

The Whistleblower Protection Officer is a senior AEMO employee, appointed by AEMO's Chief Executive Officer, who is empowered to take appropriate steps in their discretion to protect the Eligible Whistleblower from any detriment resulting from their Disclosure.

The Whistleblower Protection Officer may also guide the Eligible Whistleblower through the process and ensure the Eligible Whistleblower receives appropriate care and support, as the Whistleblower Protection Officer deems necessary in the circumstances.

AEMO's current Whistleblower Protection Officer is the Executive General Manager People & Culture. If a conflict of interest arises, the Chief Executive Officer will appoint an alternative officer, where they deem it appropriate.

Protection and support for Eligible Whistleblowers

The type of protection offered, at AEMO's discretion, will depend on the circumstances, but could include offering a leave of absence while the reported conduct is investigated, implementing alternative working arrangements, such as working from home until the matter is resolved, or a move to another suitable business group or office location within AEMO. It could also include monitoring and managing the behaviour of other employees, implementing investigation processes where appropriate and/or taking disciplinary action where appropriate.

The Eligible Whistleblower may also be supported by the Whistleblower Protection Officer throughout the process, including by organising professional counselling, where the Whistleblower Protection Officer deems it necessary and appropriate, and providing general support and reassurance.

AEMO is committed to protecting and supporting Eligible Whistleblowers who make a disclosure to which this Policy applies. AEMO will look for ways to support all people who raise a concern, but it will not be able to provide non-employees with the same type and level of support that it provides to its employees. Where this Policy cannot be applied to non-employees, AEMO will still seek to offer as much support as reasonably practicable.

AEMO strictly prohibits any detriment or threatened detriment being suffered by an Eligible Whistleblower or another person in connection with a Disclosure, including without limitation:

- dismissal, where they are an employee;
- injury of an employee in his or her employment;
- where they are an employee, demotion or any other alteration of an employee's position or duties to his or her disadvantage;
- any form of threats, harassment or intimidation;
- discrimination, including between an employee and other employees of the same employer;
- harm or injury, including psychological harm;
- damage to property; or
- damage to reputation, business or financial position.

Any known or suspected threats or retaliation against an Eligible Whistleblower by an employee, officer or contractor of AEMO will be investigated by the Whistleblower Protection Officer or their delegate and may result in appropriate disciplinary action, including dismissal or termination of contract. The Whistleblower Protection Officer will also take reasonable steps necessary to prevent continuation of any detriment and to minimise its effects, including, at their discretion, implementing additional protections for the Eligible Whistleblower.

AEMO will at all times be able to raise and address with an individual matters that arise in the ordinary course of their employment or contractual relationship (for example, any separate performance or misconduct concerns), or take appropriate action to protect a person from detriment, and this will not amount to reprisal action.

Protecting confidentiality

An Eligible Whistleblower who raises a report under this Policy will be afforded the confidentiality protections set out in this Policy. In particular, if you are an Eligible Whistleblower and you raise a Disclosure, your identity (and any information that AEMO has because of your Disclosure that someone could likely use to identify you) will only be disclosed:

- with your consent;
- if the report is required or allowed by law (for example, disclosure by AEMO to a lawyer to obtain legal advice about whistleblower protections under law); or

- if in the case of information likely to identify you, in circumstances where it is reasonably necessary to disclose the information for the purposes of an investigation, but your identity is not disclosed and all reasonable steps are taken by AEMO to prevent someone from identifying you.

Eligible Whistleblowers raising concerns through STOPline or to an Authorised Recipient (e.g. via email) can remain anonymous and still be protected under this Policy, if they choose not to disclose their identity. Eligible Whistleblowers can refuse to answer questions posed by STOPline or another Authorised Recipient or AEMO at any time that they feel answering the question could reveal their identity. Eligible Whistleblowers may also adopt a pseudonym, if appropriate.

If an Eligible Whistleblower wishes to remain anonymous, they should maintain an ongoing two-way communication with STOPline or another applicable Authorised Recipient, so that any follow up questions can be addressed, or further information provided.

If an Eligible Whistleblower chooses to disclose their identity, AEMO will take steps to ensure their identity is kept confidential, which may include redacting their personal information or any information that may lead to their identification, from documentation or communications and referring to them in a gender-neutral context.

AEMO will also take steps to ensure all records, both physical and electronic, of the disclosure are stored in a secure location, and access to information and documents will be limited to those directly involved in managing and investigating the disclosure.

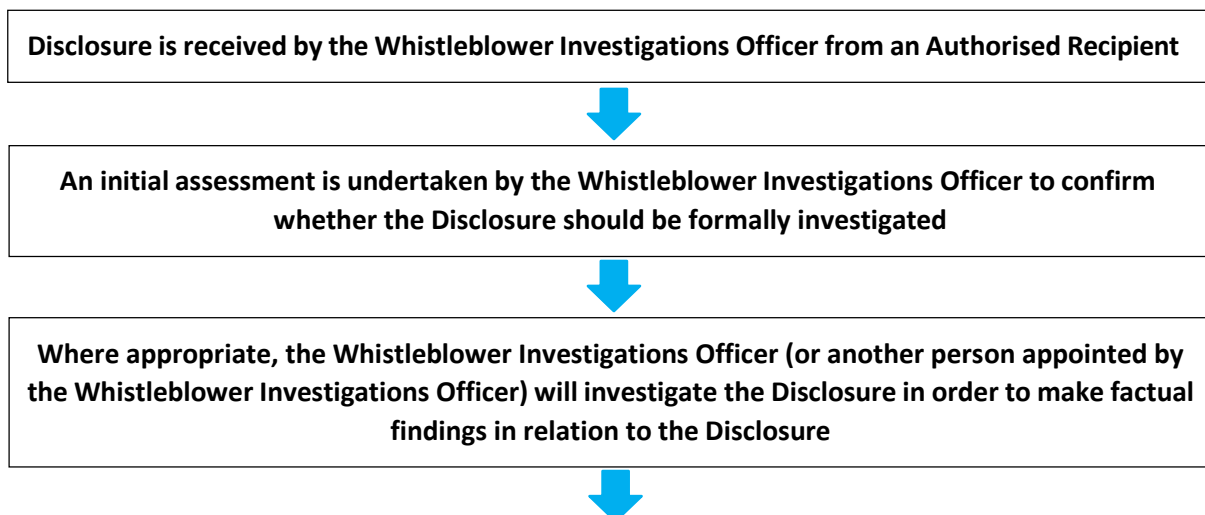
Where an Eligible Whistleblower provides their consent to the limited sharing within AEMO of their identity, this will assist AEMO to protect and support them in relation to their report and facilitate AEMO in investigating, reporting and taking any appropriate action arising as a result of a Disclosure. If an Eligible Whistleblower cannot be contacted, or does not consent to the limited sharing within AEMO of their identity and the information provided by them as needed, this may limit AEMO's ability to progress the Disclosure and to take any action in relation to it.

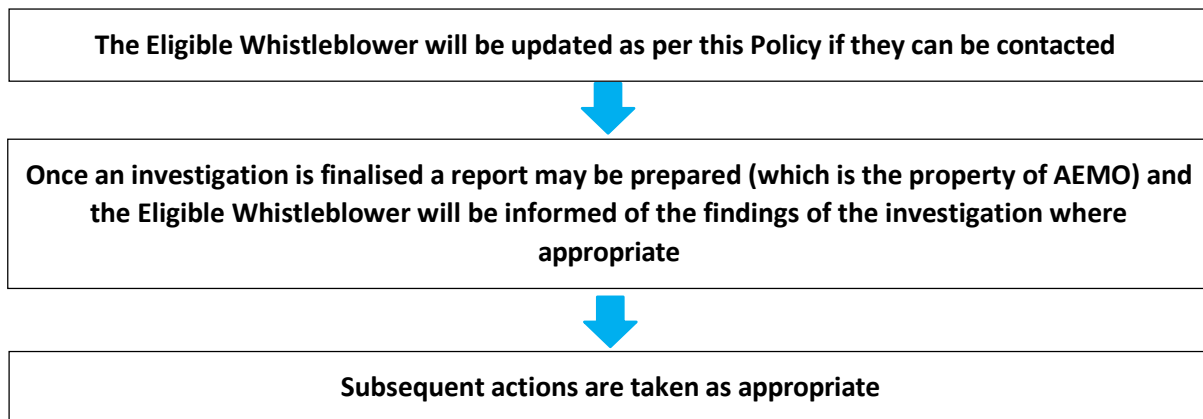
Any AEMO personnel who come into the possession of information relating to a Disclosure, including the identity of an Eligible Whistleblower, must not disclose that information to any individual or entity unless they are given express permission to by AEMO. A breach of this requirement may result in disciplinary action, up to and including termination of employment or engagement as relevant.

If an Eligible Whistleblower reasonably believes that there has been a breach of confidentiality, they can lodge a complaint with the Whistleblower Protection Officer.

Investigations

The diagram below outlines the high level steps AEMO will generally take once a Disclosure has been received:





While making a Disclosure under this Policy does not guarantee that it will be formally investigated, AEMO, through its Whistleblower Investigations Officer, will initially assess and consider all reports made under this Policy and a decision will be made as to whether a report should (and can) be investigated further.

AEMO will investigate Disclosures where deemed appropriate and, where their identity is known, will keep the Eligible Whistleblower informed with updates of the progress of the investigation, subject to considerations of confidentiality and privacy and the fair treatment of other persons who are the subject of the Disclosure. The frequency of these updates will vary, at the Whistleblower Investigations Officer's discretion, depending on the nature of the disclosure. These updates may include:

- confirming receipt of a Disclosure;
- advising that an investigative process has begun (where an investigation is appropriate);
- providing updates on the investigation status (even if there has been no progress); or
- advising when an investigation has been closed.

While AEMO may communicate the findings of any investigation to an Eligible Whistleblower who has made a report in its absolute discretion, it may not always be appropriate to provide details of the outcome having regard to confidentiality and privacy considerations. If appropriate, the persons to whom the report relates will also be informed of the findings of any investigation.

The Whistleblower Investigations Officer is a senior AEMO employee, appointed by AEMO's Chief Executive Officer. The current Whistleblower Investigations Officer is the General Counsel. If circumstances require (for example where there is a conflict of interest), the Chief Executive Officer may appoint an alternative Whistleblower Investigations Officer, where they deem it necessary.

The Whistleblower Investigations Officer may appoint an investigator, either internal or external to AEMO, or may undertake an investigation themselves with assistance from other individuals, whilst preserving the confidentiality of the investigation. Where an investigator is appointed, the Whistleblower Investigations Officer will continue to oversee and coordinate the investigation and any response by AEMO.

The investigator's role is to examine the substance of the reported conduct:

- fairly, objectively and in accordance with the rules of natural justice;
- in line with best practice in investigations; and
- impartial to the Eligible Whistleblower, the relevant business group and the person that is the subject of the reported misconduct.

Where an investigation is undertaken, the objective will be to determine whether there is enough evidence to substantiate the matters reported. Findings will be made on the balance of probabilities and it will be either that the allegation(s) are:

- fully substantiated;

- partially substantiated (for example, if one but not all allegations are substantiated);
- not able to be substantiated;
- unsubstantiated; or
- disproven.

The investigator will seek to give any employees against whom misconduct is alleged a fair opportunity to respond to those allegations, subject to confidentiality considerations.

The timeframe for an investigation will vary depending on the nature of the allegations, the number of individuals to be interviewed (including any witnesses), and any other relevant matters. AEMO endeavours to complete investigations within 120 days of receipt of a report, however this time period may be exceeded depending on the circumstances of the matter.

Where an investigation verifies that wrongdoing has occurred, any action taken will depend on the individual circumstances of the matter and will be determined by the relevant decision-maker. AEMO may take appropriate disciplinary action in its discretion in response to misconduct or other inappropriate behaviour. This may include, but is not limited to, verbal or written warnings, suspension of employment or termination of employment or engagement of a person(s) involved in any such conduct. If an investigation finds that criminal activity is likely to have occurred, the matter may also be reported to the police and / or other regulatory authorities by the responsible area within AEMO.

The method for documenting and reporting the findings of an investigation will depend on the nature of the report. Subject to confidentiality considerations, any findings or report from an investigation may be reported to the relevant decision-maker and other individuals who have oversight of this Policy, or who are otherwise required to be aware of the findings and/or report in order for AEMO to take appropriate action under this Policy. Where the findings concern one of these individuals, the full documented findings may not be communicated to this person, depending on the circumstances of the matter. Any report prepared in relation to an investigation remains the property of AEMO and will not be provided to an Eligible Whistleblower or any other person to whom a report relates.

Fair treatment of employees mentioned in disclosures or to whom disclosures relate

AEMO is committed to ensuring the fair treatment of AEMO employees who are mentioned in Disclosures or to whom Disclosures relate, and will take reasonable steps to this end, including by:

- maintaining confidentiality during an investigation to the extent that it is practicable;
- providing support to any employee or contractor who is the subject of a whistleblower complaint where appropriate and, to the extent practicable, including counselling and other support services;
- allowing any employee that is subject to a Disclosure to receive procedural fairness, including a sufficient opportunity to be heard before findings are made in an investigation, so that the investigation results in an equitable and correct outcome; and
- basing investigation findings on the balance of probability.

Breach of this Policy

All employees, officers, suppliers and employees of suppliers must comply with this Policy. If an employee breaches this Policy, they may be subject to disciplinary action (up to and including termination of employment). Agents and contractors (including temporary contractors) who are found to have breached this policy may have their contracts with the AEMO terminated or not renewed. Where you are concerned that a breach of this Policy has occurred or will occur, you should report your concern to the Whistleblower Protection Officer.

Governance

The Board of AEMO (including via the Finance, Risk and Audit Committee) is regularly updated on the AEMO's whistleblowing program, inclusive of summary information relating to reports, investigations, and results, which are de-identified as required. Reports or investigations concerning

material incidents may be reported to the Board (including via the Finance, Risk and Audit Committee) outside of the usual updates. The Board at any time can ask about the state of AEMO's whistleblower program.

Availability of policy

AEMO makes this Policy available on AEMO's intranet and on its website. It also provides appropriate training to relevant officers and employees.

Review

- This Policy will be reviewed by the Finance, Risk and Audit Committee every two years at a minimum or in response to an event or change of circumstances requiring a review. Any changes will be presented to the Board for approval. Reviews will ensure the Policy evolves in line with changes in the nature, scale and complexity of AEMO's business, operating and regulatory environments.
- This Policy may be amended, replaced or revoked at any time by AEMO in its absolute discretion. Any questions relating to the scope, interpretation, or operation of this Policy should be directed to the AEMO General Counsel.
- This Policy does not form part of any employee or contractor's terms of engagement.

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Approved by the Board
Date approved: 7 December 2022

STOPline unique QR Code:



Appendix: Protections for whistleblowers provided by Australian law

How will I be protected if I raise a concern?

As set out in AEMO's Whistleblower Protection Policy, AEMO is committed to protecting Eligible Whistleblowers who make a Disclosure in accordance with this Policy.

Two key protections inform all aspects of this Policy, being to protect the confidentiality of Eligible Whistleblowers who make such Disclosures and to protect people from detriment being caused to them in relation to such Disclosures. Further detail about these protections is set out below.

Protections can also arise under law. For example, for reports that arise in connection with AEMO's Australian operations, or the operations of its Australian associated entities, the Corporations Act and the *Taxation Administration Act 1953* (Cth) (**Taxation Administration Act**) protect Eligible Whistleblowers where they make a disclosure about a "disclosable matter" to a person specified under those Acts.

A "disclosable matter" under the Corporations Act will arise where an Eligible Whistleblower makes a report in circumstances where they have reasonable grounds to suspect that the information concerns misconduct or improper state of affairs in relation to AEMO or a related body corporate of AEMO, including, but not limited to, conduct that:

- constitutes an offence against a range of corporate and financial sector legislation specified under the Corporations Act;
- constitutes an offence against any law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more;
- represents a danger to the public or the financial system; or
- is otherwise prescribed by regulation.

In addition, a disclosure may also be protected as a "disclosable matter" under the Taxation Administration Act where a report relates to a breach of Australian tax law or tax-related misconduct.

Disclosures that are not protected under the

Corporations Act or the Tax Administration Act may have protection under other legislation, such as the *Fair Work Act 2009* (Cth).

A report about a "disclosable matter" by an Eligible Whistleblower will be protected under the Corporations Act and the Taxation Administration Act if it is made to STOPline or any Authorised Recipient. These protections are also available in relation to such disclosures made to another person specified under those Acts as set out further below.

If you make a disclosure to a legal practitioner for the purposes of obtaining legal advice or legal representation, your disclosure will also be protected even if it does not relate to a "disclosable matter".

Conduct which is the subject of a Disclosure and does not amount to a "disclosable matter" under the Corporations Act or the Taxation Administration Act will not be protected under those Acts, but will be protected in accordance with this Policy.

The key protections under this Policy and applicable Australian laws are as follows:

Confidentiality: AEMO protects the confidentiality of people who raise concerns, by limiting how both your identity and information that is likely to lead to your identification is shared. Your identity will be kept confidential to the fullest extent possible and only shared as permitted by you or law.

Under the Corporations Act (and the Tax Administration Act, where relevant), where a report is made about a "disclosable matter" by an Eligible Whistleblower to STOPline, an Authorised Recipient, or another person specified under those Acts (as set out below), that Eligible Whistleblower's identity (and information which is likely to identify them) can only be disclosed without their consent, if the disclosure is to:

- the Australian Securities and Investments Commission (**ASIC**) or the Australian Prudential Regulation Authority (**APRA**);
- the Australian Federal Police (**AFP**);
- the Australian Commissioner of Taxation

in respect of tax-related misconduct; or

- a legal practitioner for the purpose of obtaining legal advice or legal representation,

or if it is reasonably necessary to disclose information for the purposes of an investigation, provided their identity is not disclosed and all reasonable steps are taken by AEMO to reduce the risk that they will be identified.

It is an offence for a person to identify an Eligible Whistleblower or disclose information in a report about a “disclosable matter” made by them that is likely to lead to their identification, other than as set out above. Reports can also be made anonymously and still be protected under the Corporations Act.

Non-victimisation: AEMO protects people from detriment caused because they or another person raised a concern or plan to raise a concern. AEMO does not tolerate anyone threatening to cause or causing detriment to you because of a desire or decision to raise a concern. Doing so is taken seriously by AEMO and may lead to disciplinary action.

In certain circumstances, these protections will also be enforceable under the Corporations Act or the Tax Administration Act (where a report relates to tax-related misconduct). Under this legislation, it is an offence for a person to engage in conduct (or threaten to engage in conduct) that causes detriment to you (or another person) if:

- that person believes or suspects that you (or another person) made, may have made, proposes to make, or could make a disclosure that qualifies for protection, and
- the belief or suspicion is the reason (or part of the reason) for the conduct.

Where these protections apply, you are also protected from liability for making the report (either by way of civil, criminal or administrative legal proceedings, or contractual or other remedies being sought against you). Further, information you disclose in a report made to a regulator or Commonwealth authority cannot be used in legal proceedings against you (except for proceedings in relation to giving false information). However, you will not be granted immunity from the consequences of

any misconduct you have engaged in that is revealed by your report (including, but not limited to, any disciplinary action).

When will I be protected?

AEMO provides protections to people who raise Disclosures pursuant to this Policy, as set out in this Policy.

AEMO also provides these protections to any Eligible Whistleblower who makes a Disclosure that is a “disclosable matter” under the Corporations Act (or the Tax Administration Act, where relevant) to STOPline, an Authorised Recipient, or another “eligible recipient” under law, which includes:

- a director, officer or senior manager of AEMO or a related body corporate;
- an auditor, or a member of the audit team conducting an audit of AEMO or a related body corporate;
- an actuary of AEMO or a related body corporate;
- ASIC, APRA or, in the case of tax-related misconduct, the Australian Commissioner of Taxation; or
- a legal practitioner, for the purpose of obtaining legal advice or legal representation in relation to the operation of Part 9.4AAA of the Corporations Act. It may be advisable to obtain independent legal advice prior to making a report about a “disclosable matter”.

In limited circumstances, certain “public interest” or “emergency” disclosures made to journalists or parliamentarians are also protected by law. It is important that you understand the criteria for making a “public interest” or “emergency disclosure” before doing so. For example, you must have previously made a disclosure to ASIC, APRA or another prescribed body before you can make a “public interest” or “emergency” disclosure and, in the case of a “public interest” disclosure, at least 90 days must have passed since the previous disclosure. Eligible Whistleblowers, seeking to make “public interest” or “emergency” disclosures should refer to clause 1317AAD of the Corporations Act and should seek their own independent legal advice prior to disclosure to ensure protection is afforded in the specific circumstances.

You are encouraged to raise a disclosure with STOPLine or an Authorised Recipient in the first instance, so that AEMO can be in a position to identify and address any wrongdoing as early as possible. However, you can qualify for protection regardless of which of the above eligible recipients you choose to raise a disclosure with. As set out in this Policy, AEMO takes any reports made under this Policy seriously and will treat such reports sensitively and confidentially.

What should I do if a protection is breached?

AEMO takes any breach of these protections seriously. Where you believe a breach has occurred, you should raise this with the Whistleblower Protection Officer (or, if they are implicated in your concern, with STOPLine or an Authorised Recipient). An Eligible Whistleblower can also seek independent legal advice or, if there has been a suspected breach of confidentiality, lodge a complaint with a regulator, such as ASIC, APRA or the Australian Taxation Office, for investigation.

If you suffer detriment because a person believes or suspects that you or another person has, proposes to make, could make or may make a report that qualifies for protection under the Corporations Act, you can also seek compensation and other remedies through the courts if you suffer loss, damage or injury because of the disclosure, including if AEMO fails to take reasonable precautions and exercise due diligence to prevent the detrimental conduct. You should seek legal advice if you are considering seeking such remedies.

Is anything not covered by the Whistleblower Protection Policy?

The Policy and the protections under law (including the Corporations Act) generally do not apply to personal work-related grievances. These are reports which relate to

your employment with AEMO and only have implications for you personally. For example, a personal work-related grievance would include an interpersonal conflict between an Eligible Whistleblower and another employee, a decision about the engagement, transfer, or promotion of an Eligible Whistleblower, or a decision to suspend or terminate the engagement of an Eligible Whistleblower or otherwise discipline them. Instead, these matters should be reported in accordance with the AEMO's Internal Grievance Resolution Policy and Guidelines.

However, this Policy and the law can still apply in some circumstances, such as where your concern:

- relates to a "disclosable matter" (see above);
- has significant implications for AEMO;
- relates to any detriment suffered by you, or which you are threatened with, for raising a concern;
- relates to conduct where there is a breach of employment or other laws punishable by imprisonment of 12 months or more, or the conduct represents a danger to the public; or
- relates to misconduct beyond your personal circumstances.

If you seek legal advice or legal representation in relation to the operation of the whistleblowing provisions under the Corporations Act, your disclosure will also remain protected as set out above and will not constitute a personal work-related grievance.

Where in doubt, you should make your report to an Authorised Recipient or to STOPLine and your report will be dealt with under the right policy.