
OUR WHISTLE-BLOWER AND SPEAK UP! POLICY

EFFECTIVE September 2023

DISCLAIMER This policy may be amended at the discretion of the Company.

At **Saveba Pty Ltd** and in its related companies (**Coco Republic**) we are committed to the highest levels of ethics and integrity in the way we conduct our business. We have a zero-tolerance approach to bribery, corruption or fraud in our business and we truly believe that this is essential for our continued success and reputation.

Our Global CEO and the Leadership Team are all committed to creating an environment where our current and former team members and other stakeholders are empowered to **Speak Up** and report unethical behaviour.

Whilst we understand this may be daunting, we encourage everyone to **Speak Up** when they see something wrong. This could include:

- misconduct or an improper state of affairs in **Coco Republic's** business
- an abuse by an individual of their position or other breach of **Coco Republic's** Anti-Bribery, Corruption and Fraud Policy and Guidelines, along with any other compliance policies
- illegal behaviour
- conduct by **Coco Republic** that represents a danger to the public or financial system
- misconduct or an improper state of affairs or circumstances in relation to **Coco Republic's** tax affairs

To ensure that everyone can raise concerns when they see something wrong, **Coco Republic** has put in place a variety of informal and formal avenues that can be used. Those include avenues for concerns to be raised anonymously however, where an individual does not disclose their identity when raising a concern, it may be harder for **Coco Republic** to appropriately address the concern.

Avenues available to **Speak Up** include:

- raising concerns informally with their supervisor, manager or contract manager
- raising concerns formally with an **Authorised Recipient** for receiving concerns, including members of **Coco Republic's** Leadership Team or other Authorised Recipients detailed in **Coco Republic's** Whistleblowing Guidelines
- raising the concerns formally with our external audit partner from **Price Waterhouse Cooper**
- raising the concern formally with our external partner, **Stop Line**, where concerns can be raised confidentially and anonymously. Concerns can be raised with **Stop Line**:
 - o by telephone on 1300 30 45 50 (Australia) OR +64 800 447 481 (New Zealand) OR +1 559 314 3712 (USA)
 - o by email to makeareport@stopline.com.au
 - o online at <https://cocorepublic.stoplinereport.com/>
 - o by post to Coco Republic, c/o Stopline, PO Box 403, Diamond Creek, VIC, 3089

- via your smart phone:



While you are all encouraged to raise any concerns of Improper Conduct you have by using one of the avenues made available by **Coco Republic**, concerns may also be raised with external regulatory bodies such as ASIC or the ATO and, in limited circumstances, concerns may be raised in emergency or public interest circumstances.

Individual work grievances raised through our Whistle-blower avenues will be referred to **Coco Republic's** People and Culture team to be managed.

Coco Republic will treat any concerns that are raised seriously and is committed to investigating reported concerns. Where possible and where the individual raising concerns has identified themselves, **Coco Republic** will try to keep the person raising the concerns informed about the progress of **Coco Republic's** investigations. However, **Coco Republic** will need to balance this against its confidentiality obligations to other individuals and the need to ensure the integrity of the investigation.

Where a concern is raised formally, **Coco Republic** will protect the person raising the concern from retaliation or victimisation. The identity of the person raising the concern will also be kept confidential at all times unless they request or agree otherwise. A team member who becomes aware of the identity of a person who has raised a concern, or information that is likely to lead to a person who has raised a concern being identified, is legally required to keep the information confidential. There can be serious consequences for failing to comply with this requirement.

Coco Republic considers a breach of the requirements of this policy to be a very serious matter and team members who do not comply with the requirements of this policy may be subject to disciplinary action, up to and including dismissal.

Everyone should ensure that they are familiar with **Coco Republic's** Whistle-blower and Speak UP! Guidelines which provide further information about how team members and other stakeholders can speak up and how **Coco Republic** will investigate their concerns and protect them.