



Fight Cancer Foundation™
Giving hope. Saving lives.

Fight Cancer Foundation Whistleblower Policy

June 2026

Whistleblower Protection

Fight Cancer Foundation aims to maintain a high standard of legal and ethical business behaviour and create an environment where individuals are able to make Protected Disclosures and are supported and protected throughout the process.

If there are reasonable grounds to believe that a breach under the laws referred to in the whistleblower provisions of the Corporations Act 2001 (Cth) (Act) has occurred, the disclosure may be protected under this policy in accordance with the Act.

Objectives

The key objectives of this policy are to:

- confirm Fight Cancer Foundation’s commitment to maintaining a workplace and business that is free from fraudulent and dishonest activity;
- foster a culture of honest and ethical behaviour; and
- encourage professional, ethical behaviours and corporate compliance throughout Fight Cancer Foundation.

Fight Cancer Foundation understands that these objectives can only be achieved and maintained with the support and commitment of its stakeholders. The expectation is that all stakeholders will conduct themselves in a manner that achieves these key objectives and behavioural standards. Stakeholders should be prepared to draw attention to any behaviour that they have reasonable grounds to believe is in breach of this policy, so that the conduct can be addressed and investigated as necessary.

Scope

This Policy covers Protected Disclosures by any Whistleblowers (as defined below), and relevantly includes past and present staff, company officers and service providers.

Definitions

Term	Meaning
Act	<i>Corporations Act 2001 (Cth)</i>
Eligible Recipient	A Protected Disclosure can be made to: <ul style="list-style-type: none">• Chairperson and/or Chief Executive Officer• an officer or senior manager of Fight Cancer Foundation;• an auditor or member of an audit team conducting an audit of Fight Cancer Foundation;• an actuary of Fight Cancer Foundation;• ASIC;• APRA;• a Commonwealth Authority prescribed by the regulations of the Act;• a legal practitioner if the Protected Disclosure is made for the purposes of obtaining legal advice or representation in relation to the operation of the whistleblower provisions in the Act; or• in certain circumstances, a journalist or a member of the Commonwealth, State or Territory Parliament if the Protected Disclosure is a public interest or emergency disclosure made in accordance with the Act.
Protected Disclosure	A Protected Disclosure is one made by a Whistleblower to an Eligible Recipient in circumstances where the Whistleblower has reasonable grounds to suspect misconduct or an improper state of affairs or circumstances in

	<p>relation to Fight Cancer Foundation, including information that indicates that Fight Cancer Foundation or an officer or employee of Fight Cancer Foundation has engaged in conduct that:</p> <ul style="list-style-type: none"> • Constitutes an offence against, or a contravention of, a provision of one of the following: <ul style="list-style-type: none"> ○ the Act; ○ the <i>Australian Securities and Investments Commission Act 2001</i> (Cth); ○ the <i>Banking Act 1959</i> (Cth); ○ the <i>Financial Sector (Collection of Data) Act 2001</i> (Cth); ○ the <i>Insurance Act 1973</i> (Cth); ○ the <i>Life Insurance Act 1995</i> (Cth); ○ the <i>National Consumer Credit Protection Act 2009</i> (Cth); ○ the <i>Superannuation Industry (Supervision) Act 1993</i> (Cth); or ○ regulations or other instruments made under those laws; • constitutes an offence against any other 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; and/or • is prescribed by the regulations of the Act. <p>For the avoidance of doubt, a disclosure that relates solely to a personal work-related grievance is not a Protected Disclosure and will not qualify for protection under this Policy in accordance with the Act, this includes, for example, a grievance about:</p> <ul style="list-style-type: none"> • an interpersonal conflict with another employee; • a decision regarding engagement, transfer or promotion; • the terms and conditions of engagement; and/or • a decision regarding suspension, termination or other disciplinary action.
Fight Cancer Foundation	Fight Cancer Foundation and each of its related bodies corporate
Whistleblower	<p>An individual is an eligible whistleblower if the individual is or has been any of the following in relation to Fight Cancer Foundation:</p> <ul style="list-style-type: none"> • an officer; • an employee; • an individual who supplies goods or services or their employee; • an associate; • a relative or dependant of the above, or of their spouse, <p>and makes a Protected Disclosure to an Eligible Recipient.</p>

Guidelines

For a disclosure to receive protection, it must be a Protected Disclosure reported by a Whistleblower to an Eligible Recipient as defined above. This can be done anonymously.

One way a Whistleblower can make a Protected Disclosure is by submitting a written report to Fight Cancer Foundation's CEO or Board Chair.

Fight Cancer Foundation CEO:

Rod Wealands

Email: Rod.Wealands@fightcancer.org.au

Fight Cancer Foundation Board Chair:

Kylie Whittard

A Whistleblower can also choose to make a Protected Disclosure to another Eligible Recipient as defined above, in writing.

Confidentiality

A Whistleblower can make a Protected Disclosure anonymously.

Fight Cancer Foundation will endeavour to ensure that in making a Protected Disclosure the confidentiality of the Whistleblower's identity is maintained. In this regard, unless an exception exists, Fight Cancer Foundation will endeavour not to disclose the Whistleblower's identity or any information that is likely to lead to identification.

Exceptions to this include where:

- the Whistleblower gives consent;
- Fight Cancer Foundation is required or authorised by law to disclose; and/or
- it is reasonably necessary for the purpose of investigating the Protected Disclosure.

Liability

A Whistleblower who makes a Protected Disclosure, subject to legislative exceptions, cannot be subject to:

- civil, criminal or administrative liability (including disciplinary action) for the making of the Protected Disclosure;
- contractual or any other remedies which may be enforced or exercised against the Whistleblower on the basis of making the Protected Disclosure;
- the information disclosed in the making of the Protected Disclosure being used against the Whistleblower as evidence in criminal proceedings or in proceedings for the imposition of a penalty.

However, a Whistleblower will not be immune from liability if:

- the Whistleblower has provided false information; or
- wrongful conduct engaged in by the Whistleblower is revealed by the making of the Protected Disclosure.

Victimisation

Fight Cancer Foundation will endeavour to ensure that a Whistleblower does not face actual or threatened detrimental conduct because of the Protected Disclosure.

Detrimental conduct may include:

- dismissal;
- injury to the Whistleblower's employment;
- disadvantageous alteration to the Whistleblower's position or duties;
- discrimination against the Whistleblower;
- harassment or intimidation against the Whistleblower;
- harm or injury to the Whistleblower, including mental harm; and/or
- damage to the Whistleblower's property, reputation, business or financial position.

Supporting the Whistleblower

Fight Cancer Foundation recognises that Whistleblowers who make a Protected Disclosure may require support during the handling and investigation of that disclosure. Fight Cancer Foundation encourages the Whistleblower and any other party named as a potential wrongdoer in a Protected Disclosure, to utilise the services of Fight Cancer Foundation's EAP provider: <https://eapassist.com.au> or call EapAssist directly on 0407 086 000.

Further, Fight Cancer Foundation will endeavour to ensure that the Whistleblower, and/or any other party named as a potential wrongdoer in a Protected Disclosure are afforded an opportunity to properly respond to the allegations raised.

Investigation

While Fight Cancer Foundation recognises that all Protected Disclosures are unique, it endeavours to provide a fair and thorough fact-finding investigation process, that is appropriate and reasonable to the circumstances surrounding the Protected Disclosure, to ultimately determine what has happened.

Where a Protected Disclosure has been made, Fight Cancer Foundation may conduct an investigation or undertake initial enquiries based **on the information provided to it. This may include the Whistleblower and/or other participants, or witnesses being interviewed. However, if a Protected Disclosure has been made anonymously, anonymity** may prevent Fight Cancer Foundation from taking the issue further if Fight Cancer Foundation is not able to obtain further information from the source of the disclosure.

Support Available

Stakeholders requiring additional and confidential support whilst raising a complaint, having a complaint made against them, or witnessing such action can access Fight Cancer Foundation's EAP provider: <https://eapassist.com.au> or call EapAssist directly on 0407 086 000.