



Rabobank

Rabobank Australia Local Policy

Whistleblowing

Version 6.1

Effective 4 June 2025



1. About this policy

1.1. Context

The Local Policy on Whistleblowing – Australia (“this Policy”) applies to Coöperatieve Rabobank U.A. Australia Branch, Rabobank Australia Limited and Rabo Australia Limited and any related bodies corporate collectively referred to as “Rabobank ” or “Rabobank Australia”.

Rabobank is committed to maintaining a high standard of business ethics and safety within its organisation. Rabobank promotes a strong culture of transparency and integrity and is committed to detecting and addressing misconduct and ensuring that those who become aware of misconduct can report it without being concerned that it will negatively affect them.

To the extent that there are any inconsistencies between other internal global or local policies and this Policy, this Policy takes priority in relation to Rabobank.

Information and learning about this Policy and associated procedures is also made available to relevant persons through training sessions conducted periodically.

A copy of this Policy is accessible to all employees and officers of Rabobank via the [Policy House Portal](#) and to Board members on Diligent Boards. It is also available on [Rabobank's website](#).

1.2. Objectives

The objective of this Policy is to set out:

- how individuals can report misconduct to the various speak up channels or other individuals referred to in this Policy as Eligible Recipients;
- how Rabobank will assess whether such reports are Whistleblower Disclosures;
- how Whistleblower Disclosures are managed and how reports made to speak up channels that are not assessed as Whistleblower Disclosures are managed; and
- where a report is assessed as a Whistleblower Disclosure, the support and protection available to the Whistleblower.

1.3. Who should use this policy?

Entities	▪ Rabo Australia Limited (and its subsidiaries) ▪ Coöperatieve Rabobank UA Australia Branch ▪ Rabobank Australia Limited
Scope	This Policy applies to anyone who works, or has worked, at Rabobank, as well as anyone who has, or has had, a business relationship with Rabobank (e.g. business partners, consultants, suppliers or service providers) or one of their employees or subcontractors. This Policy also applies to a relative, spouse or dependant of any of the above categories (or a dependant of their spouse). This Policy does not apply to customers.
Key policy	Yes

2. Policy requirements

2.1. Making a report

2.1.1. What reports will be assessed as Whistleblower Disclosures?

Requirements

- R1.** A report will be assessed as a Whistleblower Disclosure, and will be treated by Rabobank as a whistleblower matter in accordance with this Policy, if the report is made:
- by an Eligible Person (see 2.1.3 below);
 - to an Eligible Recipient (see 2.1.4 below); and
 - about Reportable Conduct (see below).

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- R2.** Reportable Conduct is conduct in relation to Rabobank that the reporter has reasonable grounds to suspect:
- is misconduct or an improper state of affairs, such as:
 - fraud, theft, corruption, or other illegal activities (such as falsifying loan applications, money laundering, offering/accepting a bribe or misappropriation of funds);
 - a negligent act, a breach of trust, a breach of duty;
 - a systemic issue (such as a business practice or behaviour that may cause harm to customers); or
 - indicates a significant risk to public safety or the stability of (or confidence in) the financial system; or
 - constitutes an offence against or a contravention of any of the below laws (or any instrument made under them):
 - Corporations Act 2001 and Regulations;
 - Australian Securities and Investments Commission Act 2001;
 - Banking Act 1959;
 - Financial Accountability Regime Act 2023;
 - Financial Sector (Collection of Data) Act 2001;
 - Insurance Act 1973;
 - Life Insurance Act 1995;
 - National Consumer Credit Protection Act 2009; or
 - Superannuation Industry (Supervision) Act 1993;
 - constitutes an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more; or
 - constitutes conduct aimed to conceal records or other evidence related to any of the above.

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- R3.** Rabobank encourages all current and former employees, officers, contractors, intermediaries and agents to raise Reportable Conduct to one of the speak up channels or other individuals referred to in this Policy as 'Eligible Recipients'. Rabobank also encourages employees to consider if they would prefer to report their concern via another channel such as their line manager, manager once
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removed, Human Resources (HR), the relevant risk champion or Compliance. However, if an employee reports a concern via one of these alternative channels, the concern may fall outside of the scope of this Policy and the employee may not receive the whistleblower protections that are set out in this Policy.

- R4.** A Whistleblower will be protected in accordance with the protections set out in this Policy even if the Whistleblower Disclosure turns out to be incorrect. Rabobank also encourages reports to be made in accordance with this Policy regarding any other conduct or activity that poses a significant risk to Rabobank's employees, the community, property, operations or reputation. Reports in relation to such conduct (that are not personal work-related grievances as set out in 2.1.2 below) may entitle members of staff to the protections under this Policy even if the conduct reported would not amount to Reportable Conduct under the Whistleblower Legislation. Examples of this type of conduct may be:
- a breach of the Rabobank Code of Conduct or other internal policies;
 - unethical or dishonest conduct; or
 - conduct in breach of any state or Commonwealth regulations or guidelines.

Purpose

It is important that Rabobank is aware of key information about conduct that could impact its employees, customers, business, communities and reputation. These provisions are designed to encourage and support Rabobank's culture of transparency and speaking up.

2.1.2. What reports will not be treated as a Whistleblower Disclosure?

Requirements

- R5.** Personal work-related grievances are generally not considered Reportable Conduct and will not be treated as a Whistleblower Disclosure under this Policy. Personal work-related grievances are generally grievances about any matter in relation to the reporter's employment (or former employment), having implications for the reporter personally including:
- interpersonal conflict between employees;
 - a staff member's dissatisfaction with their pay (unless the staff member's grievance relates to discriminatory conduct in some respect);
 - a staff member's dissatisfaction with their performance feedback or results of their annual performance review (unless the staff member's grievance relates to discriminatory conduct in some respect); or
 - a staff member's failure to receive a promotion on grounds unrelated to discriminatory conduct.
- R6.** A personal work-related grievance may amount to Reportable Conduct and still qualify for protection if:
- it includes information about misconduct in relation to Rabobank;
 - Rabobank has breached employment or other laws punishable by imprisonment for a period of 12 months or more, engaged in conduct that represents a danger to the public, or the report relates to information that suggests misconduct beyond the reporter's personal circumstances;
 - the staff member suffers from or is threatened with detriment for making a report; or

- the staff member seeks legal advice or legal representation in relation to the operation of the whistleblower protections under the Whistleblower Legislation
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2.1.3. Who can make a Whistleblower Disclosure?

Requirements

- R7.** For a report to be a Whistleblower Disclosure, it must be made by an Eligible Person (together with the additional requirements that are set out at 2.1.1 above). A person is an Eligible Person (including in relation to Tax Disclosures) if they are, or have been:
- an officer of Rabobank (this includes directors of the board and the company secretary of Rabobank);
 - an employee of Rabobank;
 - an individual who supplies services or goods to Rabobank (whether paid or unpaid);
 - an employee of a supplier of services or goods to Rabobank (whether paid or unpaid);
 - an individual who is an associate of Rabobank (this includes directors and secretaries of both Rabobank and any related bodies corporate); or
 - a relative, spouse or dependant of any of the above (or a dependant of their spouse).
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2.1.4. Who must a report be made to for it to be a Whistleblower Disclosure?

Requirements

- R8.** For a report to be assessed as a Whistleblower Disclosure, it must be made to an Eligible Recipient as set out in this section 2.1.4 (together with the additional requirements that are set out at 2.1.1 above).
- R9.** Reports can be made anonymously or with the reporter's identity at any time to the:
- **external speak up hotline or online portal** provided by People Intouch (via KPMG) (24 hours / 7 days). This can be accessed via:
 - the phone number +61 2 8284 6262 (enter access code 126739); or
 - <https://rabobank.speakup.report/speakup>; or
 - **KPMG Australia external trusted person:**
 - Jessica Habib, Tel: +61 2 9346 5590; or
 - Claire Bousfield, Tel: +61 2 9273 5448
- R10.** Reporters are encouraged to use the speak up channels above to raise Reportable Conduct.
- R11.** Whistleblower Disclosures may also be made to the following additional Eligible Recipients:
- a Senior Leader;
 - the Conduct and Integrity Officer Australia and New Zealand;
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- an officer, including a director or company secretary, of Rabobank's board of directors;
- an internal auditor (including any member of an audit team conducting an audit of Rabobank) or external auditor of Rabobank;
- an actuary of Rabobank; or
- any other person authorised by Rabobank to receive Whistleblower Disclosures.

R12. Where the information to be reported relates to the tax affairs of Rabobank or an associate of Rabobank (a Tax Disclosure), reporters are still encouraged to make a report via the methods set out above. Reporters can also make Tax Disclosures to the following additional Eligible Recipients:

- a registered tax agent or Business Activity Statement (BAS) agent who provides tax agent services or BAS services to Rabobank;
- the Tax Practitioners Board; or
- any other employee or officer (within the meaning of the Corporations Act 2001) of Rabobank who has functions or duties that relate to the tax affairs of Rabobank.

Purpose	So that all persons covered by this Policy understand who to contact with Reportable Conduct.
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Related documents	Receiving a Whistleblowing Disclosure Information Sheet
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2.1.5. Anonymous reports and Whistleblower Protections

Requirements	R13. Reporters can make an anonymous report and still be entitled to the whistleblower protections set out in this Policy if the report is assessed as a Whistleblower Disclosure. If a reporter wants to maintain complete anonymity when making a report, Rabobank suggests that the reporter submits their report on an anonymous basis via the methods outlined above in section 2.1.3, or if a report is being made to any other Eligible Recipient listed above, that they refrain from telling others that they have made a report and submit their report:
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- from a computer and/or email address not connected to Rabobank's network; or
- by phone from an unlisted number.

R14. A reporter can choose to remain anonymous after making a report over the course of the investigation and after the investigation is finalised and will still qualify for whistleblower protection under this Policy if the report is assessed as a Whistleblower Disclosure. A reporter can also refuse to answer questions throughout the process that may reveal their identity. A reporter who wishes to remain anonymous is encouraged to maintain ongoing two-way communication with Rabobank, so that Rabobank can ask follow-up questions or provide feedback

R15. If a reporter provides their identity when reporting their concerns, and the report is assessed as a Whistleblower Disclosure, the person receiving the report is not permitted to reveal the identity of the Whistleblower, or information that is likely to lead to the identification of the Whistleblower,

except in certain circumstances as set out in section 2.4.1 below. This is a key protection provided to Whistleblowers under this Policy (see also section 2.4 below).

R16. If a Whistleblower Disclosure is made, and the Whistleblower's identity is not provided, this may:

- prevent Rabobank from contacting the Whistleblower to clarify or confirm information supplied (if the report is not submitted through the speak up hotline or online portal);
 - impact Rabobank's ability to proceed with an investigation (e.g. if there are gaps in information supplied that cannot be clarified directly in confidence with a Whistleblower);
 - prevent Rabobank from updating the Whistleblower on Rabobank's efforts taken in response to their Whistleblower Disclosure, where appropriate; and
 - affect Rabobank's ability to take steps to protect the Whistleblower from detriment.
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2.1.6. Whistleblower Disclosures made outside of Rabobank

Requirements

Public Interest Disclosures and Emergency Disclosures, Reporting to Regulators and Legal Practitioners

R17. There are two categories of disclosure that can be made outside of Rabobank (to a journalist or a Member of Parliament) and still obtain the protections of the Whistleblower Legislation. These are called 'Public Interest Disclosures' and 'Emergency Disclosures' and are defined in the Appendix. Making reports to others outside of Rabobank (other than as set out in this Policy) will not obtain the protection of the Whistleblower Legislation or any other protections provided by this Policy.

R18. Unless a report is being made under the above provisions, speaking to a journalist or a Member of Parliament about confidential information in relation to Rabobank without authorisation is not permitted and may lead to disciplinary action.

R19. Whistleblower Disclosures can also be made to the following regulators and still obtain whistleblower protection under the Whistleblower Legislation:

- the Australian Securities and Investment Commission (ASIC);
- the Australian Prudential Regulation Authority (APRA);
- the Commissioner of Taxation (ATO) (in relation to Tax Disclosures); or
- any other prescribed Commonwealth authority or regulator.

However, if a report is made to one of these regulators, Rabobank may not automatically become aware of it and may not be able to respond to it in accordance with this Policy.

R20. Reports can be made to a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the whistleblower provisions. Such reports are also protected.

2.2. Handling of reports

2.2.1. Investigation of Whistleblower Disclosures

Requirements

R21. If a report is assessed as a Whistleblower Disclosure, a decision will be made regarding whether the concerns raised should be investigated. There may be times that a decision is made not to investigate a Whistleblower Disclosure or part of it – for example, if the matters have already been investigated and there is no new information.

R22. If a decision is made to investigate a Whistleblower Disclosure, it may be necessary for Rabobank to:

- obtain specialist, independent advice on areas outside the organisation's knowledge or expertise, including trained investigation staff from either inside Rabobank locally or globally, or refer the matter to a third-party investigation firm, having regard to the nature of the Whistleblower Disclosure;
 - appoint a person to assist in the investigation of Whistleblower Disclosure; and/or
 - refer the matter to the police or law enforcement where Whistleblower Disclosures relate to criminal behaviour.
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R23. If a report is not assessed as a Whistleblower Disclosure, the report may be referred to the most appropriate area of Rabobank for management (for example, personal work-related grievances will generally be referred to HR; customer complaints will be referred to the relevant customer resolutions team).

R24. In the conduct of a whistleblower investigation, Rabobank may proceed as follows:

- speak to anyone who may be affected or involved in the Whistleblower Disclosure so that they are provided with the opportunity to respond to the allegation(s);
 - consider these responses; and
 - speak to witnesses.
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R25. Subject to all legal and organisational requirements and any wellbeing considerations, Rabobank may consider the working arrangements of affected persons including but not limited to any need for a paid leave of absence.

R26. Rabobank is not obliged to reopen an investigation and may conclude that the investigation was conducted properly, or that new information is either not available or would not change the findings of the investigation.

Purpose

To confirm that all Whistleblower Disclosures will be reviewed and, where appropriate, investigated at the earliest opportunity. Any findings will be managed promptly. The way a Whistleblower Disclosure is managed depends on what it involves and will be dealt with on a case-by-case basis in accordance with this Policy.

Related documents

[Whistleblowing Case Management Procedure Rabobank Australia and Rabobank New Zealand](#)

2.2.2. Personal interests of Whistleblowers

Requirements	R27. A Whistleblower is encouraged to reveal, at the outset, any personal interest or involvement they may have in the Whistleblower Disclosure. A failure to disclose any personal interests will not prevent a Whistleblower Disclosure from being investigated pursuant to this Policy.
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2.2.3. Fair treatment of employees that are the subject of a Whistleblower Disclosure

Requirements	R28. Fair treatment of those persons implicated in a Whistleblower Disclosure includes but is not limited to the following: ■ the opportunity to be 'heard' and respond to the allegations against them before any adverse findings are made; and ■ the opportunity to have their responses considered by Rabobank and, in appropriate circumstances, investigated.
	R29. During any investigation into a Whistleblower Disclosure, Rabobank extends support and protection to employees, officers and others engaged by Rabobank and implicated in the Whistleblower Disclosure throughout the investigation process. Any suspected adverse or detrimental treatment in this regard should be reported as soon as possible via the methods set out in section 2.1.4 so that these matters may be addressed.
	R30. Rabobank will endeavour to respond promptly to any concerns raised by parties who are the subject of a Whistleblower Disclosure where such party has concerns about unfair treatment in the context of the assessment of, and investigation into, the Whistleblower Disclosure.
Purpose	To confirm that Rabobank is committed to ensuring the fair treatment of employees and other persons engaged by Rabobank who are mentioned in Whistleblower Disclosures, or to whom such disclosures relate.

2.2.4. Providing updates to Whistleblowers

Requirements	R31. Rabobank will keep the Whistleblower informed of the progress and/or outcome of the investigation, subject to the considerations of privacy of the individuals against whom the allegations have been made, and if the 'Whistleblower' can be contacted. Any updates supplied to a Whistleblower may need to be limited where appropriate, for reasons including to preserve the confidentiality of an investigation and the privacy of those potentially affiliated, named, implicated or associated with the Whistleblower Disclosure. The frequency and detail of any updates supplied (where appropriate), and the initiation or conclusion of any investigation, may vary according to the nature of the Whistleblower Disclosure.
	R32. Where a Whistleblower Disclosure cannot be substantiated, Rabobank may close the matter and notify the Whistleblower accordingly.

2.2.5. Whistleblower involvement after a Whistleblower Disclosure

Requirements	R33. Any Whistleblower who reveals their identity may be asked to participate in confidential interview(s) in relation to their Whistleblower Disclosure to clarify information supplied, or provide further information, in order for Rabobank to proceed with an investigation (where appropriate).
	R34. No adverse consequences will result for a Whistleblower if a Whistleblower Disclosure they made on reasonable grounds could not be substantiated. If a Whistleblower believes they are being adversely treated or have been subject to any detriment they should report their concerns as soon as possible via the methods set out in section 2.1.4 so that these matters may be addressed.

2.2.6. Proven misconduct

Requirements	R35. Rabobank may commence performance management or take disciplinary action, up to and including termination of employment or engagement, in relation to those found to have engaged in misconduct.
	R36. Rabobank may also refer matters to law enforcement or regulatory bodies at any time should the misconduct in Rabobank's reasonable opinion warrant such a referral.
Purpose	To clarify the actions that Rabobank may take in relation to misconduct.

2.3. False reports

2.3.1. Consequences for knowingly making a false Whistleblower Disclosure

Requirements	R37. Whistleblowers must have reasonable grounds for the concerns raised. Knowingly making a false allegation will be considered a serious matter, a breach of Rabobank's Code of Conduct and be subject to disciplinary proceedings up to and including termination of employment or engagement.
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2.4. Protection and support of Whistleblowers

2.4.1. Protecting confidentiality

Requirements

R38. The identity of a Whistleblower (or any information that would be likely to lead to identifying a Whistleblower) is required to be kept confidential, except in the circumstances set out below.

R39. A Whistleblower's identity may be disclosed by Rabobank to ASIC, APRA or the Australian Federal Police. It is also permissible for Rabobank to disclose:

- information regarding the suspected or actual wrongdoing disclosed, without revealing the Whistleblower's identity or information that is likely to lead to the identification of the Whistleblower;
 - information, other than the Whistleblower's identity, if it is reasonably necessary for the purposes of the investigation and all reasonable steps have been taken to reduce the risk that the Whistleblower will be identified;
 - the identity of a Whistleblower, or information likely to lead to their identification, to a legal practitioner for the purposes of obtaining legal advice or representation regarding the operation of the Whistleblower Legislation; or
 - the identity of a Whistleblower where the Whistleblower has provided consent.
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R40. To allow a proper investigation of the matter, and provide appropriate support to the Whistleblower, Rabobank may ask a Whistleblower to consent to the disclosure of their identity to specific individuals or relevant teams, such as:

- the Rabobank global Whistleblowing Committee;
 - the Rabobank global Bureau Speak Up, which consists of internal experts on, amongst others, Compliance and Human Resources;
 - the Rabobank Internal & Regulatory Investigations team (IRI) team globally; and
 - any other persons reasonably necessary for the purposes of conducting a whistleblower investigation
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R41. Any information disclosed in breach of this Policy will be treated seriously and may result in disciplinary action up to and including termination of employment or engagement. A breach of this Policy may in certain circumstances also result in civil and/or criminal prosecutions.

2.5. General protections for Whistleblowers

Requirements	R42. Rabobank will not tolerate any detriment caused, or threatened to be caused, against any person who has made or who is believed to have made a Whistleblower Disclosure. Detriment may include any of the following: ■ dismissing the employee; ■ injuring the employee in their employment, (e.g. not giving an employee legal entitlements such as pay or leave); ■ changing an employee's job to their disadvantage; ■ offering a potential employee different (and unfair) terms and conditions for the job, compared to other employees; ■ discriminating between employees to the disadvantage of a Whistleblower; ■ harassment or intimidation of a person; ■ harm or injury to a person, including psychological harm; ■ not hiring someone because they have been a Whistleblower; ■ damage to a person's property, reputation, business or financial position; or ■ any other damage to a person.
	R43. Any victimisation, retaliation or detriment caused or threatened to be caused in reprisal for a Whistleblower Disclosure will be treated as misconduct and will result in disciplinary action up to and including termination of employment or engagement.

2.5.1. Support for Whistleblowers

Requirements	R44. To support Whistleblowers Rabobank encourages Whistleblowers to make use of Rabobank's Employee Assistance Program (EAP). Details of the EAP and EAP provider can be found on the Rabobank intranet at https://raboweboc.sharepoint.com/sites/service-HumanResources/SitePages/Employee-Assistance-Program.aspx
	R45. A Whistleblower (or any other employee or person) can seek compensation and other remedies through the courts if: ■ they suffer loss, damage or injury because of a disclosure; and ■ Rabobank failed to prevent a person from causing the detriment.
Purpose	To set out the protections for Whistleblowers under this Policy and encourage individuals to raise concerns arising out of a Whistleblower Disclosure (or anticipated Whistleblower Disclosure) or any subsequent investigation process via the methods set out in section 2.1.4 so that these matters may be addressed. A Whistleblower can also raise concerns regarding any breach of confidentiality with a regulator such as ASIC, APRA or the ATO for investigation.

2.5.2. Criminal or Civil Liability

Requirements	R46. A Whistleblower will be protected from civil, criminal and administrative liability for making the Whistleblower Disclosure. However, the Whistleblower
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is not protected from civil or criminal liability for any of their conduct which may be revealed by the Whistleblower Disclosure.

2.6. Compliance with this policy

Requirements	R47. Breaches or suspected breaches of this Policy should be reported via the methods set out in section 2.1.4. A breach of this Policy may result in disciplinary action up to and including termination of employment or engagement. As indicated above, a Whistleblower can also raise a concern about any breach of confidentiality with a regulator such as ASIC, APRA or the ATO for investigation.
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2.7. Monitoring and testing

Requirements	R48. With an effective whistleblower program, Rabobank is able to demonstrate an environment where Whistleblowers can safely make Whistleblower Disclosures.
	R49. Given the sensitivities that apply to the whistleblower program and privacy requirements, and to enable consistent implementation of recommendations and controls, the monitoring and testing of the local whistleblower program also operates globally by the Global Compliance team as part of the global whistleblower program managed as part of the Global Compliance Framework.

2.8. Record Keeping

Requirements	R50. Information collected in relation to the requirements of this Policy must be treated in accordance with the Local Policy on Data Management and related standards.
Related documents	Local Policy on Data Management and related standards.

2.9. Personal data

Requirements	R51. Personal data collected and stored in relation to the requirements of this Policy must be treated in accordance with the Local Policy on Privacy and related standards.
Related documents	Local Policy on Privacy and related standards

Appendix 1: Background

A1.1. Laws and regulations

Under Australian legislation there are specific provisions which provide whistleblowers with legal rights (including protections) in relation to certain types of disclosures. For Rabobank, the relevant legislation, collectively referred to as “Whistleblower Legislation”, is as follows:

	Name
Legislation	Sections 1317AA to 1317AJ of the <i>Corporations Act 2001</i>
	Sections 14ZZT to 14ZZE of the <i>Taxation Administration Act 1953</i>
Regulations and guidelines	<i>Corporations Regulations 2001</i>
	ASIC Regulatory Guide 270: Whistleblower Policies
	ASIC Immunity Policy

The protections under the Whistleblowing Legislation only apply to certain types of disclosures (“Qualifying Disclosures”). See definitions in the Appendix for additional information.

While this Policy contains a summary of parts of the Whistleblowing Legislation, for further detail, refer to the text of this legislation. This Policy is not intended to override any rights or obligations under the Whistleblowing Legislation.

A1.2. Related policies and standards

	Name
Global policy	Global Policy on Whistleblowing
Local standard	Rabobank Code of Conduct
	Local Policy on Harassment, Bullying and Discrimination – Australia
	Local Standard on Harassment, Bullying and Discrimination – Australia
	Local Standard on Reporting Unacceptable Behaviour
	Local Standard on Disciplinary Action – Australia
	Local Policy on Privacy – Australia
	Consequence Management Framework – Australia

Appendix 2: Definitions

Term	Definition
Eligible Person	An individual referred to in 2.1.3 of this Policy who is able to make a Whistleblower Disclosure.
Eligible Recipient	A person or speak up channel referred to in 2.1.4 of this Policy and designated in this Policy as an avenue through which a report can be made to qualify for whistleblower protection under this Policy.
Emergency Disclosure	Disclosure made to a journalist or a Parliamentarian, which is eligible for protection if: - the whistleblower has previously made a disclosure to ASIC, APRA or any other prescribed Commonwealth authority; - the whistleblower has reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment; and - the whistleblower gives the body to which the previous disclosure was made a written notification that includes sufficient information to identify the previous disclosure and states that the whistleblower intends to make an emergency disclosure. For Emergency Disclosures the extent of the information disclosed must be no greater than is necessary to appropriately inform the recipient of the relevant misconduct or substantial imminent danger.
Public Interest Disclosure	Disclosure made to a journalist or a Parliamentarian, which is eligible for protection if: - the whistleblower has previously made a disclosure to ASIC, APRA or any other prescribed Commonwealth authority; - at least 90 days have passed since the disclosure was made to ASIC, APRA or any other prescribed Commonwealth authority; - the whistleblower does not have reasonable grounds to believe that action is being taken to address the matters to which the previous disclosure related; - the whistleblower has reasonable grounds to believe that making a further disclosure of the information would be in the public interest; and - following the end of the 90 day period, the whistleblower gives the body to which the previous disclosure was made a written notification that includes sufficient information to identify the previous disclosure and states that the whistleblower intends to make a public interest disclosure.
Qualifying disclosure	A matter disclosed by a Whistleblower to an Eligible Recipient where the Whistleblower has reasonable grounds to suspect: - misconduct (which includes fraud, negligence, default, breach of trust and breach of duty); or - an improper state of affairs in relation to Rabobank or any related body corporate of Rabobank. Including:

Term	Definition
	■ an offence against or a contravention of: 1. the Corporations Act 2001 (and Regulations); 2. the Australian Securities and Investments Commission Act 2001; 3. the Banking Act 1959; 4. the Financial Accountability Regime Act 2023; 5. the Financial Sector (Collection of Data) Act 2001; 6. the Insurance Act 1973; 7. the Life Insurance Act 1995; 8. the National Consumer Credit Protection Act 2009; 9. the Superannuation Industry (Supervision) Act 1993; 10. an instrument made under any of the above Acts; an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more. This would include conduct such as bribery of a Commonwealth Public Official; ■ conduct that represents a danger to the public or the financial system; or ■ misconduct, or an improper state of affairs or circumstances, in relation to the tax affairs of Rabobank or an associate of Rabobank.
Reportable Conduct	Any conduct in relation to Rabobank as set out in 2.1.1 of this Policy.
Senior Leader	The Chief Executive Officer and any Group Executive of Rabobank.
Whistleblower	An Eligible Person who makes a disclosure of Reportable Conduct to an Eligible Recipient in accordance with this Policy.
Whistleblower Committee	A global committee that (among other responsibilities) has oversight of whistleblower matters globally, comprising the global Chief Compliance Officer, the global General Counsel, a senior HR manager and a senior manager representative of the business.
Whistleblower Disclosure	A disclosure of concern made by a Whistleblower that is being treated by Rabobank as a disclosure made under this Policy.

Appendix 3: Policy management

A3.1. Key stakeholders

Policy owner	Group Executive, Chief Risk Officer, Region Australia, New Zealand
PDM representative	Manager, Compliance Control Room, Region Australia, New Zealand
Author	Conduct & Integrity Officer, Australia & New Zealand & Customer Advocate Australia
Reviewers	Head of Compliance Strategy, Framework & Governance, Region Australia, New Zealand Senior Legal Counsel, Employee Relations and Litigation
Approving body	Rabobank Australia Limited (RBAL) Board Senior Officer Outside Australia (SOOA) on behalf of RBAB Rabo Australia Limited (RAL) Board

A3.2. FAR accountabilities and implementation

Executive Accountable Person	Policy Document Owner	Policy Document Implementer
Chief Executive Officer Rabobank Australia		Yes
Group Executive, Chief Strategy and Transformation Officer		Yes
Chief Audit Officer		Yes
Group Executive Chief Compliance Officer	Yes	Yes
Group Executive Country Banking		Yes
Group Executive Chief Financial Officer		Yes
Group Executive Chief Human Resources Officer		Yes
Group Executive Chief Operating Officer		Yes
Group Executive Chief Risk Officer		Yes
Regional Head of Treasury		Yes
Group Executive Wholesale Banking		Yes

A3.3. Key milestones

Approved	2 June 2025
Target implementation completion date	N/A
Review cycle	Biennial
Next review date	24 October 2026

A3.4. Revision history

Version	Date	Approval and description of changes
1.0	28 May 2019	Approved by RBAL Board: Local policy developed following the implementation of the Global Policy on Whistleblowing and local legislation. This policy replaces the existing “Speaking Up Policy RANZG”.
2.0	28 November 2019	Approved by RBAL Board (27 November 2019) and SOOA (28 November 2019): Updated in alignment with regulatory amendments.
3.0	3 December 2020	Approved by RBAL Board (28 October 2020), SOOA (30 November 2020) and RAL Board (3 December 2020): Scheduled annual policy review. Changes includes alignment with the PPM format and roles and responsibilities descriptions. Additional links to information sheet and procedure included in the Policy.
4.0	2 February 2022	Approved by Group Executive, Chief Compliance Officer (Policy Owner): Approved with minor changes only. Reference to ASIC’s Immunity Policy added to Governing External Laws and Regulatory Guidelines section and updated link to this Policy on the Policy House Portal.
5.0	23 October 2022	Approved by RBAL Board and SOOA: - Converted to the updated PDM policy template - Updated to further align with regulatory amendments and industry best practice per Deloitte review recommendations.
5.1	8 April 2024	Approved by Group Executive, Chief Compliance Officer (Policy Owner): BEAR wording changed to FAR
6.0	24 October 2024	Approved by RBAL Board (8 October 2024) and SOOA (24 October 2024) Scheduled policy review
6.1	2 June 2025	Approved by Group Executive, Chief Risk Officer, Region Australia, New Zealand (Policy Owner): Minor change – external speak up hotline and online portal.