

## Attachment 1: Key Terms

Key Term	Definition
<b>Contractor</b>	Individuals who are not Employees, and external corporations or organisations engaged to provide services to the Group.
<b>Detrimental Conduct</b>	Any actual or threatened conduct against you or another person because you or another person made, may have made, proposes to make, or could make a Whistleblower Disclosure, or because you have been involved in the investigation of a Whistleblower Disclosure. Some types of Detrimental Conduct are described on page 10 of this Policy.
<b>Director</b>	Director of a Group entity board of directors.
<b>Eligible Person</b>	A person who falls under any of the following criteria: <ul style="list-style-type: none"> <li>• current and former Employees and Contractors, including those employed on a temporary basis</li> <li>• current and former officers and Directors</li> <li>• current and former service providers (e.g. auditors, accountants and consultants) and suppliers (whether paid or unpaid)</li> <li>• current and former employees of these service providers or suppliers (whether paid or unpaid)</li> <li>• a current relative, dependent or spouse of an individual identified above.</li> </ul>
<b>Eligible Recipient</b>	A person or channel designated in this Policy as an avenue through which a concern can be submitted in order to qualify for protections under this Policy.  The current list of Eligible Recipients is also included on page 7 of this Policy.
<b>Employee</b>	A full-time, part-time or casual employee of the Group.
<b>Group</b>	Iress Limited and its subsidiaries, and onshore and offshore controlled entities (being entities that are subject to the control of Iress pursuant to section 50AA of the Corporations Act).
<b>Reportable Conduct</b>	Has the meaning given to it in Section 3.3.2 of this Policy.
<b>Whistleblower</b>	An Eligible Person who makes a disclosure of Reportable Conduct to an Eligible Recipient in accordance with this Policy.
<b>Whistleblower Disclosure</b>	A concern about Reportable Conduct that is raised by an Eligible Person with an Eligible Recipient.
<b>Whistleblower Investigation Officer</b>	A senior member of the Group Compliance team.
<b>Whistleblower Support Officer</b>	A senior member of the People & Culture team.