

Attachment 3: Additional guidance for the United Kingdom and South Africa

If you are an Eligible Person, you can report a concern from outside Australia and/or in relation to conduct that occurs outside Australia. If you are located outside Australia, or your concerns are about the Group's international operations, other rights and/or protections may apply to you alongside those outlined in this Policy.

1. United Kingdom

Eligible Persons

In the UK, for a concern to be a 'Protected Disclosure', it must be made by someone who is a 'worker', which includes employees, officers, individuals with worker status, agency workers and trainees.

Reportable Conduct

Reportable Conduct also includes anything that would amount to a 'Protected Disclosure' within the United Kingdom. Protections in the United Kingdom arise under the Employment Rights Act 1996.

A Protected Disclosure is a disclosure made in the public interest which, in the reasonable belief of the Whistleblower making the disclosure, shows that one or more of the following has been, is being, or is likely to be committed:

- a criminal offence;
- non-compliance with a legal obligation;
- a miscarriage of justice;
- danger to the health or safety of any individual;
- damage to the environment; or
- deliberate covering up of wrongdoing in the above categories.

2. South Africa

Eligible Persons

In South Africa, the following individuals are entitled to make a disclosure and receive protection as a Whistleblower:

- an employee or worker;
- a shareholder;
- a director or company secretary;
- a prescribed officer;
- a registered trade union that represents employees of Iress or another employee representative; and
- a supplier of goods or services to Iress or an employee of that supplier.

Reportable Conduct

A disclosure of information about any improper conduct by an employer or an employee that intends to show that one or more of the following has been, is being, or is likely to be committed:

- a criminal offence;
- non-compliance with a legal obligation;
- a miscarriage of justice;
- danger to the health or safety of an individual ;
- damage to the environment;

- unfair discrimination (either in terms of the Employment Equity Act 55 of 1998 or the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000); or
- deliberate covering up of wrongdoing in the above categories.