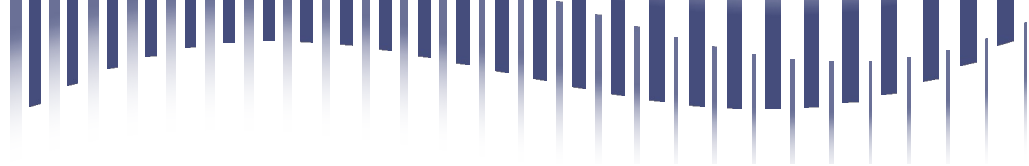




Speak Up Policy

Version Control

Document Owner	Document Approver	Version	Last updated	Change/Comment
Chief Risk Officer	Scyne Committee	1	October 2023	
Chief Risk Officer	CRO	1.1, 1.2, 1.3	12/2023; 02/24; 05/24	Contact details changed
Chief Risk Officer	Scyne Board	2.0	May 2025	Inclusion of Protection Officer, definition of Disclosable Matter, Public Interest Disclosure reference
Chief Risk Officer	CRO	2.1	May 2026	Update of personnel



Speak Up Policy

1. Purpose and Intent

Scyne is committed to conducting business honestly, ethically, with integrity, and in accordance with standards of expected behaviour. This Policy is an important tool in upholding this commitment. The Board has approved this Policy to operate for Scyne in order to:

- encourage people to Speak Up if they suspect or become aware of Potential Misconduct
- help deter wrongdoing, in line with Scyne's risk management and governance framework
- explain how to Speak Up and what protections a discloser will receive
- outline Scyne's processes for responding to Speak Up reports
- promote a workplace environment in which everyone feels safe, supported, and encouraged to Speak Up; and
- support Scyne's commitment to full and frank disclosure to its clients, and transparency to Government.

If you are an Eligible Whistleblower and you report Potential Misconduct to an eligible recipient, you will qualify for legal protections. Further information is in Attachment 1.

Scyne will not tolerate anyone being discouraged from Speaking Up or being subject to detriment because they want to Speak Up or they have done so.

Disciplinary action, up to and including termination of employment or engagement, may be imposed on anyone shown to have disadvantaged, victimised or otherwise caused or threatened to cause detriment to a person because they want to, or have, spoken up.

This Speak Up Policy refers to Scyne, but this should generally be read to also include all related bodies corporate of Scyne.

2. What is Speaking Up?

Speaking Up means telling an appropriate person in a position of influence (examples of these people, called **Recipients**, are in section 5) if you have reasonable grounds to suspect that **Potential Misconduct** has occurred or is occurring in relation to Scyne.

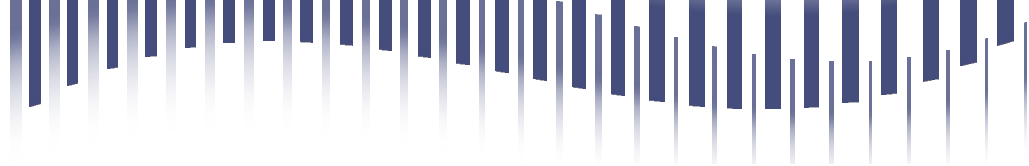
Anyone with information about Potential Misconduct is encouraged to report that information to a Recipient (i.e. to Speak Up). If in doubt, Speak Up.

If you suspect that misconduct has occurred or is occurring in a public sector department or agency, you may be protected under state-based "public interest disclosure" laws. The policy of that department or agency will apply instead of this policy. Further information is in Attachment 1.

3. What is Potential Misconduct?

Potential Misconduct is any suspected or actual misconduct or improper state of affairs or circumstances in relation to Scyne.

Without limitation, this could include conduct by an employee or officer of Scyne which is in breach of certain laws (see Attachment 1), which represents a danger to the public or to the



financial system, or those who are non-compliant with policies such as the Code of Conduct. It may not involve a contravention of a particular law. If you are unsure if something is Potential Misconduct, you can contact any Recipient or the Speak Up Protection Officer for more information.

Examples of Potential Misconduct can include, but are not limited to:

- breach of laws or regulations
- material or systemic breaches of the Code of Conduct or other Scyne policies, standards or codes
- criminal activity
- conduct endangering health and safety, or causing damage to the environment
- dishonest, unethical, or corrupt behaviour, including soliciting, accepting or offering a bribe, facilitation payments or other such benefits
- conflicts of interest
- information that indicates a danger to the public or to the financial system
- anti-competitive behaviour
- financial fraud or mismanagement
- insider trading
- breach of trade sanctions or other trade controls
- modern slavery practices
- tax-related misconduct
- unauthorised use of Scyne's confidential information
- unauthorised use of client confidential information
- conduct likely to damage Scyne's financial position or reputation
- any other 'disclosable matter' listed in Attachment 1; and
- deliberate concealment of the above.

Potential Misconduct *does not include* **personal work-related grievances**. Personal work-related grievances are grievances about something in relation to your current or former employment or engagement that have implications for you personally.

Generally, personal work-related grievances should be raised via the Chief People Officer to allow those issues to be addressed and appropriately resolved.

What is a personal work-related grievance?

Personal work-related grievances can include but is not limited to an interpersonal conflict between you and another Employee, a decision about your engagement, a transfer or a promotion, and a decision about your terms and conditions of employment. For example, being unhappy about a pay review or a decision to suspend or terminate your employment.

While personal grievances will not generally amount to Potential Misconduct, they may be covered by this Policy in certain situations.

For example, a personal work-related grievance may be covered by this Policy if it:

- would have significant implications for Scyne
- relates to detriment that has been suffered or is threatened because an individual has raised a concern about suspected Potential Misconduct
- relates to both a personal work-related grievance and Potential Misconduct; or
- relates to concerns that Scyne 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 information that suggests misconduct beyond the discloser's personal circumstances.

In some cases, personal work-related grievances may also qualify for legal protection. See Attachment 1 for details.

If the concern is assessed as falling outside of this Policy, the Recipient will refer the concern to the appropriate area for management.

Disclosable matters

A **disclosable matter** under the *Corporations Act 2001* is a **specific subset** of misconduct that meets the legal threshold for mandatory disclosure under the *Corporations Act 2001 (Cth)*. **Not all potential misconduct is a disclosable matter**, but all disclosable matters involve some form of misconduct or improper conduct that triggers a legal obligation to report. Further information on disclosable matters is outlined in Attachment 1.

For clarity, a disclosure that does not concern a disclosable matter will not be treated as a protected disclosure under this Policy.

4. Who can Speak Up?

Anyone with information about Potential Misconduct is encouraged to Speak Up.

This Policy applies to Scyne and all of Scyne's current and past Employees, volunteers, officers (including company directors and secretaries), contractors, suppliers (including their employees) and associates, as well as these people's spouses and dependants (or their spouse's dependants) and their relatives.

The above persons are 'Eligible Whistleblowers' and may also qualify for protections under the law when reporting wrongdoing in certain circumstances. Please see Attachment 1 for more information.

Even if you do not fall into one of the above categories, you are still encouraged to raise any concern you have through the channels outlined in this Policy. While Scyne may not be able to apply all of the protections set out in this Policy to you in this circumstance, it will look for ways to support all people who raise a concern.

5. Who should I tell?

Scyne aims to identify and address Potential Misconduct as early as possible. The following reporting structure is intended to facilitate early detection and help build confidence and trust in Scyne's Speak Up Policy, processes and procedures.

If you want further information before Speaking Up

You are encouraged to contact the Recipients or Speak Up Protection Officer if you would like to obtain additional information before making a disclosure.

If you want to Speak Up under this Policy

When you are ready to make a disclosure, you are encouraged to Speak Up to one of the following **Recipients**:

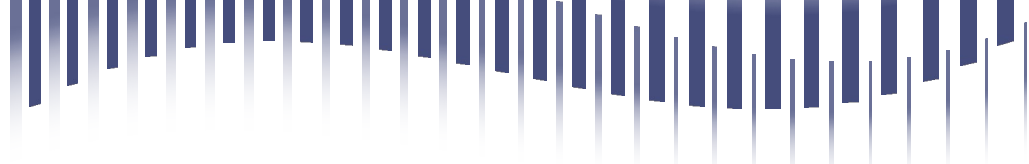


Table 1: Speak Up Recipients and contact information

Recipient Name	Contact Details
Chief People Officer	Fiona Glendinning Email: fi.glendinning@scyne.com.au
Chief Risk and Ethics Officer	Sarah Niederle Email: sarah.niederle@scyne.com.au
Company Secretary	Robert Gerrard Email: robert.gerrard@scyne.com.au
Chair of People and Culture Committee	Adrian Loader Email: aloder@allegrofund.com.au
Chair of Probity, Conflict and Ethics Committee	Andrew Greenwood Email: andrew@andrewpgreenwood.com.au
Your Call Whistleblowing Solutions (YourCall) which is an independent external hotline service that can be contacted 24 hours a day, 7 days a week	Website: https://www.yourcall.com.au/scyne provides 24/7 reporting assistance. Phone hotline number: 1300 790 228 (9am-12am, recognised business days, AEST).

The role of Recipients is to ensure that the information is heard by Scyne and proper follow-up occurs, as well as to ensure that you feel supported and protected. You can make your report to a Recipient by using any method you prefer (including by email, letter, telephone or in person).

People must not discourage you from Speaking Up and to do so will itself breach this Policy. If you are told not to raise or pursue a concern, even by your manager or a person in authority, you are encouraged to raise the concern with a Recipient.

While we encourage you to Speak Up to one of the Recipients listed in the table above, there are certain other people to whom you can report to under the law and still receive protections, who are listed in Attachment 1.

Support

Scyne has appointed a Speak Up Protection Officer whose role is to ensure you are protected under this Policy if you decide to Speak Up. The Speak Up Protection Officer will be your point of contact if you Speak Up. They can arrange additional support for you where needed and can escalate any concerns you have with how your report is being dealt with.

The current Speak Up Protection Officer is Robert Gerrard (Company Secretary). Scyne may appoint an alternative Speak Up Protection Officer if the current Speak Up Protection Officer is not appropriate having regard to the nature of your disclosure.

6. What information should I provide?

We encourage you to provide as much information as possible, including details of the Potential Misconduct, people involved, dates, locations and if any more evidence may exist.

The Recipient will seek your consent to disclose your report as required in order to take appropriate action. You are encouraged to feel supported and safe in providing information, and to consent to the limited sharing of your identity. This will assist Scyne to protect and support you in relation to your disclosure and facilitate Scyne in investigating, reporting and taking action arising as a result of your disclosure.

You are not required to consent to the limited sharing of your identity. However, please be aware that if you do not consent, this may limit Scyne's ability to effectively progress your disclosure and take any action in respect of your disclosure.

7. What if the information is incorrect?

When Speaking Up you will be expected to have reasonable grounds to believe the information you are disclosing is true, but you will still be protected under this Policy even if the information turns out to be incorrect. Your motive is irrelevant to whether your report is covered by this Policy.

Where it is found that a person has knowingly made a false report, this may be a breach of the Code of Conduct and this Policy and will be considered a serious matter. It may result in disciplinary action, up to and including termination of employment or removal from an engagement.

8. Can I make an anonymous report?

You can make an anonymous report. While we encourage you to provide your name, because it will make it easier to investigate and address your report, you are not required to do so. You may choose to remain anonymous when making a disclosure, over the course of any investigation and after any investigation.

If you do not provide your name, any investigation will be conducted as best as possible in the circumstances. Scyne will assess the content and merit of your disclosure in the same way as if you had revealed your identity. However, an investigation may not be possible unless sufficient information is provided, and it may make it difficult to offer you the same level of practical support if we do not know your identity.

At any given time, you can identify yourself, but this is your choice and at no point do you need to do this or will you be forced to provide your identity. If you decide to disclose your identity, Scyne will take steps to protect your identity and to protect you from detriment.

If you do provide your name, it will only be disclosed in accordance with section 11 below. If you have concerns about this, you can discuss this with the Speak Up Protection Officer or Recipient.

9. How will Scyne respond to a report?

If you make a report under this Policy:

- It will be received and treated sensitively and seriously, and will be dealt with promptly, fairly and objectively.

- Scyne will apply protections in accordance with section 11.
- Scyne's response to a report will vary depending on the nature of the report and the amount of information provided. Your report may be addressed and resolved informally or through formal investigation.
- If appropriate, you will be told how Scyne has decided to respond to your disclosure, including whether an investigation will be conducted. This may not occur until after an investigation has been concluded. However, it may not always be appropriate to provide disclosers with this information, and may not be possible unless contact details are provided when Speaking Up.
- While Speaking Up does not guarantee a formal investigation, all reports will be properly assessed and considered by Scyne and a decision made as to whether they should be formally investigated or addressed and resolved through alternative measures.

To ensure the fair treatment of individuals mentioned in a disclosure (where applicable):

- disclosures will be handled subject to legal confidentiality requirements
- each disclosure will be assessed and may be the subject of an investigation
- when an investigation needs to be undertaken, the process will be objective, fair and independent
- unless there are confidentiality or other reasons not to do so, persons to whom a disclosure relates will be provided with details of the report that involves them at an appropriate time (to the extent permitted by law) and be given an opportunity to respond; and
- an Employee who is the subject of a disclosure may contact Scyne's support services (e.g. counselling).

Investigations

- Any investigations commenced will be conducted in a timely manner and will be fair and independent from any persons to whom the report relates. Timeframes will vary depending on the particular investigation. Scyne endeavours to conclude investigations within three months of commencing the investigation.
- Scyne will appoint a Speak Up Investigations Officer to be responsible for managing the investigation to determine whether there is evidence in support of the matters raised. The Speak Up Investigations Officer will report directly to the Chair of the Probity, Conflict and Ethics Committee or, if the Chair of the Probity, Conflict and Ethics Committee is not independent to the report, the Chair of the People and Culture Committee .
- All Employees and contractors must cooperate fully with any investigations.
- Scyne will provide periodic updates to you on the progress of the investigation (including in relation to timeframes) if you are able to be contacted and it is practicable and appropriate to do so. The frequency and timeframe of these updates may vary.

10. What happens after an investigation?

The results of any investigations will be recorded in writing in a formal internal report that will be confidential and is the property of Scyne. The outcomes of any investigations will be reported to the Probity, Conflict and Ethics Committee and the People and Culture Committee, and a summary of investigations will be provided to the Board.

The formal report recording the results of an investigation will not be provided to a discloser or any other person subject to or implicated in an investigation.

Where an investigation identifies a breach of the Code of Conduct or internal policies or procedures, appropriate disciplinary action may be taken. This may include but is not limited to terminating or suspending the employment or engagement of a person(s) involved in any misconduct.

If you are not satisfied with the outcome of the investigation, you can raise a complaint with the Chair of the Probity, Conflict and Ethics Committee or, if the Chair of the Probity, Conflict and Ethics Committee is not independent to the report, the Chair of the People and Culture Committee, who will conduct a review and provide the review findings to the Probity, Conflict and Ethics Committee. Findings will also be provided to the People and Culture Committee where relevant.

Scyne is not obliged to reopen an investigation and it can conclude a review if it finds that the investigation was conducted properly, or new information is either not available or would not change the findings of the investigation.

11. What protections exist if I Speak Up under the Policy?

Scyne is committed to protecting people who Speak Up under this Policy. This section outlines Scyne's policy on protecting those who Speak Up. The law also contains protections for disclosers in certain circumstances, which are summarised in Attachment 1.

Protecting your identity

Scyne will implement measures to protect the identities of people who Speak Up. Your identity (and any information Scyne has because of your report that someone could likely use to work out your identity) will only be disclosed if:

- you give your consent to Scyne to disclose that information
- the disclosure is allowed or required by law (for example, the disclosure is by Scyne to certain regulators or to a lawyer in order to get legal advice); or
- in the case of information likely to identify you, it is reasonably necessary to disclose the information for the purposes of an investigation, but all reasonable steps are taken to prevent someone from working out your identity.

If your report qualifies for legal protection as set out in Attachment 1, your identity and information that is likely to lead to another person identifying you has the benefit of these protections at law. If a person makes an unauthorised disclosure of your identity, the person may breach the law and you may be able to seek legal recourse. In some circumstances, this may also be a criminal offence.

Measures which Scyne may adopt to protect your identity may include some or all of the following, as appropriate and necessary in the circumstances:

- using a pseudonym in place of your name
- if you choose to remain anonymous and you have made your report via the external third-party provider hotline, communicating with you through the anonymous avenues available through that channel
- redacting personal information or references to you
- referring to you in a gender-neutral context
- where possible, consulting with you to help identify the aspects of your disclosure that could inadvertently identify you

- ensuring paper and electronic documents and other materials relating to your disclosure are stored securely
- limiting access to all information relating to a disclosure to those directly involved in managing and investigating the report
- only disclosing your identity where necessary and in accordance with law; and
- providing training and awareness to each person who is involved in handling and investigating a disclosure about the confidentiality requirements, including the consequences of an unauthorised disclosure.

Please note that, in practice, people may be able to guess your identity if:

- you have previously mentioned to other people that you are considering making a disclosure
- you are one of a very small number of people with access to the information; or
- the disclosure relates to information that you have previously been told privately and in confidence.

Protecting you from detriment

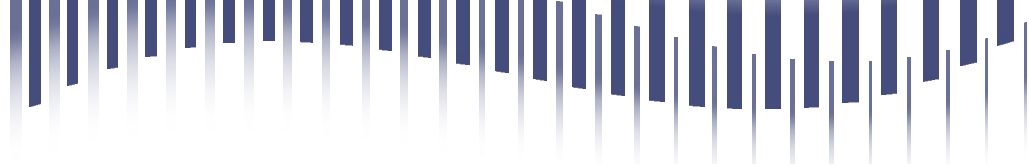
Scyne is **committed to protecting people who Speak Up** and other staff from any detriment or threats of detriment because of a disclosure raised under this Policy, or because of a belief or suspicion that such a disclosure is proposed to be made. These protections are an essential element of creating an environment in which disclosers feel safe to raise concerns about Potential Misconduct.

Scyne and any person must not victimise or cause detriment to you (or threaten to do so) because of a belief that you have, will or could Speak Up. Examples of detriment include discrimination, harassment, intimidation, retaliation, causing physical or psychological harm, damaging property, varying an Employee's role or duties, or demoting or dismissing the person.

If your report qualifies for legal protection as set out in Attachment 1, you are legally protected from detriment. If a person causes detriment or victimises you, or threatens to do so, because you have, will or could Speak Up, the person will commit an offence under the law and you may be able to seek legal recourse. The person may also be liable for civil and/or criminal penalties.

Please note the following important information:

- you should tell the Speak Up Protection Officer or Recipient to whom you have made your initial disclosure if you are or someone else, is being or has been subject to detrimental conduct, or if you are concerned that you may be subject to detrimental conduct. Scyne will treat this very seriously and investigate the complaint as a separate matter.
- if a person making a disclosure feels their report of detriment was not resolved adequately, they request that the Speak Up Protection Officer or Recipient to whom you have made your initial disclosure escalate this case in writing to the Chair of the Probity, Conflict and Ethics Committee and they will investigate the matter and process for how the alleged detriment was dealt with. Alternatively, if the Chair of the Probity, Conflict and Ethics Committee received the disclosure, or was otherwise involved in the resolution of the disclosure, a person can escalate their case in writing to the Chair of the Board who will investigate the matter and process for how the alleged detriment was dealt with.
- any person found to be involved in detrimental conduct will be subject to disciplinary action, including but not limited to termination of employment or engagement. Scyne may also refer



any person that has engaged in detrimental conduct to law enforcement authorities for further investigation.

Other protections available

Scyne is committed to making sure that you are treated fairly and do not suffer detriment because you Speak Up. The protections that will be offered by Scyne to protect you from detriment will depend on things such as the Potential Misconduct and people involved. Protections may include the following, in Scyne's discretion and as appropriate and necessary in the circumstances:

- conducting a risk assessment of any potential detriment and keeping records of its risk assessment
- monitoring and managing the behaviour of other Employees
- relocating Employees (which may include the people alleged to have been involved in the Potential Misconduct) to a different division, group, or office
- offering you a leave of absence or flexible workplace arrangements while a matter is investigated
- if you are an Employee, providing you with access to Scyne's Employee Assistance Program
Sonder may also request additional support from Scyne (such as counselling or other support services); and/or
- rectifying any detriment that you have suffered.

Scyne will look for ways to support all people who Speak Up, but it will not be able to provide non-employees with the same type and level of support that it provides to employees. Where certain support cannot be applied to non-employees (for example, because Scyne cannot itself offer flexible working arrangements to a supplier), Scyne will still seek to offer as much support as practicable.

12. Reporting

The Probity, Conflict and Ethics and People and Culture Committee will periodically receive a summary of reports made under this Policy. The Board will also be provided additional information about any material incidents raised.

It is important that disclosures are reported to the Board, so that there is appropriate oversight of potential financial and non-financial risks in the organisation. A Board paper may include statistics on the number of disclosures, investigations commenced and substantiated disclosures, which are de-identified as required. It may also include metrics on the type of remedial action taken and the business areas and geographic locations most frequently the subject of disclosures. Investigation reports or investigations carrying an undue amount of risk may be reported to the Board outside of the usual updates. The Board at any time can ask about the state of Scyne's Speak Up program.

13. Availability of this Policy and Training

Scyne will inform officers and Employees (including new officers and Employees) about this Policy. Each officer and Employee will receive a copy of this Policy and be provided with training about the Policy and their rights and obligations under it. Key officers and Employees, including Recipients, will receive regular training, including in relation to how to respond to disclosures.

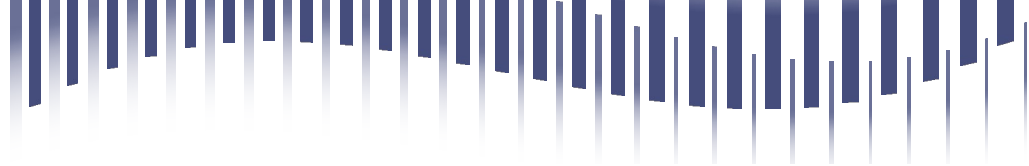
A copy of this Policy will also be available on Scyne's intranet and on Scyne's public website.

14. Further Information

Any questions about this Policy or Speaking Up can be referred to the Chief People Officer, Chief Risk and Ethics Officer, Company Secretary, Chair of People and Culture Committee, Chair of Probity, Conflict and Ethics Committee, or the external third-party provider hotline. Questions can be asked at any time, including before or after you have made a report under this Policy.

This Policy will be reviewed annually and amended as required.

This Policy does not form part of your terms of employment or engagement and may be amended from time to time.



Attachment 1

Protections provided by Australian law

Under Australian law, including the *Corporations Act 2001* (Cth) (the **Corporations Act**) and the *Taxation Administration Act 1953* (the **Tax Act**), legislative protections for Speaking Up are available to Eligible Whistleblowers who make a protected disclosure to certain people.

While you are encouraged to Speak Up under this Policy, the law will offer protections if you make a 'protected disclosure' in accordance with this Attachment (for example, you can report Potential Misconduct to people other than Recipients). A disclosure can qualify for legal protection even if it is made anonymously or turns out to be incorrect.

State-based laws may also offer you protections in order to make a "public interest disclosure" about misconduct in the public sector.

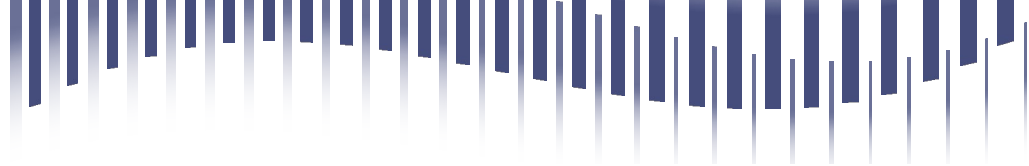
Protected disclosures

To be a 'protected disclosure' qualifying for protection under the Corporations Act or Tax Act (as applicable), the Eligible Whistleblower must objectively have reasonable grounds to suspect that the disclosure concerns a 'disclosable matter' and must make the disclosure to an 'eligible recipient' under the law. The Eligible Whistleblower's motive in making the disclosure is irrelevant. A matter that is disclosed under the Policy but which does not meet these criteria will not qualify for legal protection. Types of 'disclosable matters' and 'eligible recipients' are outlined in the following table.

Table 2: Types of 'disclosable matters' and 'eligible recipients'

Disclosable matter	Eligible Recipients
General disclosable matters	
- Information about actual or suspected misconduct, or an improper state of affairs or circumstances in relation to Scyne - Information that Scyne, or any officer or Employee of Scyne, has engaged in conduct that: - contravenes or constitutes an offence against certain legislation including the Corporations Act; the Australian Securities and Investments Commission Act 2001 (Cth); <i>Banking Act 1959</i> (Cth); <i>Financial Sector (Collection of Data) Act 2001</i> (Cth); <i>Insurance Act 1973</i> (Cth); <i>Life Insurance Act 1995</i> (Cth); <i>National Consumer Credit Protection Act 2009</i> (Cth); <i>Superannuation Industry (Supervision) Act 1993</i> (Cth); or an instrument made under any of the aforementioned; or	- Eligible Recipients for any general disclosable matters - A person authorised by Scyne to receive protected disclosures – i.e. Recipients under this Policy (see section 11) - An officer or senior manager of Scyne - An auditor, or a member of an audit team conducting an audit, of Scyne - An actuary of Scyne - ASIC, APRA or another Commonwealth body prescribed by regulation - A legal practitioner for the purposes of obtaining legal advice or legal representation (even if the legal practitioner concludes the disclosure does not relate to a disclosable matter) - Journalists or parliamentarians, under certain circumstances allowing emergency and public interest disclosures. It is important for you to understand the criteria

Disclosable matter	Eligible Recipients
- o represents a danger to the public or the financial system; or - o constitutes an offence against any law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more Note that personal work-related grievances are 'disclosable matters' except in limited circumstances including as set out in the Policy.	for making a public interest or emergency disclosure before doing so. You should contact an independent legal adviser before making a public interest or emergency disclosure.
Tax-related disclosable matters	
• Information about misconduct, or an improper state of affairs or circumstances, in relation to the tax affairs of Scyne or an associate (as defined in the <i>Income Tax Assessment Act 1936</i> (Cth)), which the Employee considers may assist the Eligible Recipient to perform functions or duties in relation to the tax affairs of Scyne or an associate	• A person authorised by Scyne to receive reports of tax-related disclosable matters – i.e. Recipients under this Policy (see section 5) • An auditor, or a member of an audit team conducting an audit, of Scyne • A registered tax agent or BAS agent who provides tax services or BAS services to Scyne • A director, secretary or senior manager of Scyne • An Employee or officer of Scyne who has functions or duties that relate to the tax affairs of Scyne • A legal practitioner for the purpose of obtaining legal advice or legal representation (even if the legal practitioner concludes the disclosure does not relate to a disclosable matter)
Further tax-related information	
Information that may assist the Commissioner of Taxation to perform his or her functions or duties under a taxation law in relation to Scyne or an associate (as defined in the <i>Income Tax Assessment Act 1936</i> (Cth))	• Commissioner of Taxation • A legal practitioner for the purpose of obtaining legal advice or legal representation (even if the legal practitioner concludes the disclosure does not relate to a disclosable matter)



Specific protections and remedies

Legislative protections are available for disclosures qualifying for protection under the law, including but not limited to:

- it is unlawful for a person to identify you, or disclose information that is likely to lead to your identification, except in certain circumstances including:
 - those referred to in section 5 of the Policy
 - if the disclosure is to the Australian Securities and Investments Commission, the Australian Prudential Regulation Authority, Australian Taxation Office, Australian Federal Police, a Commonwealth, State or Territory authority for the purposes of assisting the authority in the performance of its functions or duties, or to any other body which may be prescribed by legislation from time to time; and
- you are protected from detrimental acts or omissions in relation to making the disclosure and can seek compensation and other remedies through the Courts if you suffer loss, damage or injury because of a disclosure and Scyne has failed to take reasonable precautions and exercise due diligence to prevent the detrimental conduct.

You are also protected from the following in relation to a protected disclosure you make:

- civil liability (e.g. any legal action against you for breach of an employment contract, duty of confidentiality or another contractual obligation)
- criminal liability (e.g. attempted prosecution of you for unlawfully releasing information, or other use of the disclosure against you in a prosecution (other than for making a false disclosure)); and
- administrative liability (e.g. disciplinary action for making the disclosure).

However, you will not have immunity for any misconduct you have engaged in that is revealed in a disclosure.

Public interest disclosures

Most states and territories have a public interest disclosure regime that at least covers contractors and service providers to the public sector (or contractors and service providers that exercise the functions of a public sector entity).

While details vary between jurisdictions, a public interest disclosure regime generally allows those contractors and service providers to report serious wrongdoing in a public sector department or agency. In some cases, you may be under a mandatory duty to report serious wrongdoing if you come across it. Serious wrongdoing may include:

- corrupt conduct (including in local government)
- contravention of government information or privacy requirements
- serious maladministration; and
- a serious and substantial waste of public money.

Consult the relevant department or agency's public interest disclosure policy for how to make a public interest disclosure.

