



Policy

Whistleblower Protection Policy

This Policy relates to:

All AGL Employees and Contractors and others listed in section 4 of this Policy.



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1. Whistleblower Protection Policy

AGL is committed to upholding the highest standards of integrity, fairness and ethical conduct and recognises that a whistleblower protection program is an important element in detecting corrupt, illegal or other undesirable conduct.

Creating a supportive environment where our people feel safe to Speak Up is one of AGL's core values and underpins our workplace culture.

The objective of this Policy is to:

- > encourage people to Speak Up if they become aware of Potential Misconduct;
- > explain how to Speak Up and what protections a Discloser will receive;
- > outline the processes for responding to Speak Up disclosures; and
- > promote a workplace environment in which everyone feels safe, supported and encouraged to Speak Up.

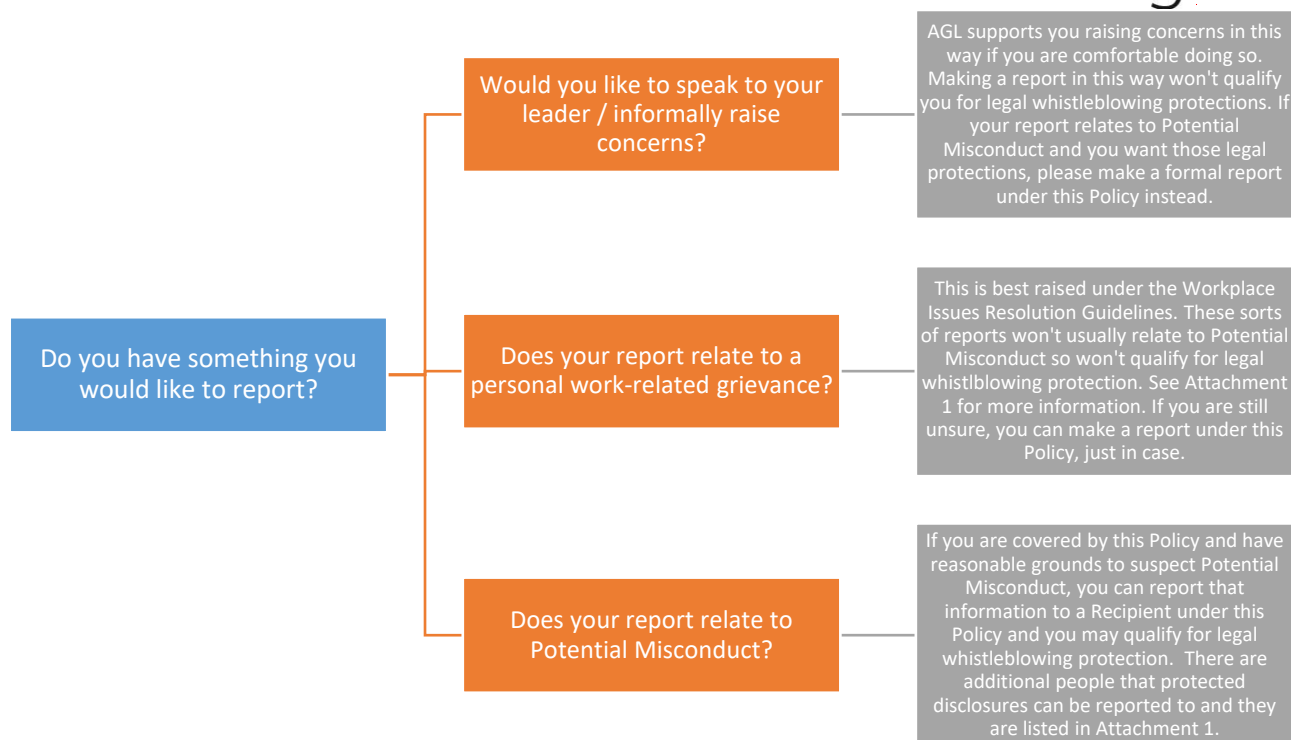
The Board and senior management of AGL encourage Speaking Up and reporting **Potential Misconduct** (defined in section 4.1 of this Policy). A failure to Speak Up exposes AGL to risks and undermines our culture and values. The Board will not tolerate anyone being discouraged from Speaking Up or being disadvantaged or victimised because they want to Speak Up or they have done so.

2. Raising concerns at AGL

AGL is committed to a supportive workplace environment and you are encouraged to raise concerns that you may have regarding conduct occurring at AGL or in relation to AGL.

AGL has a number of formal and informal ways in which concerns can be raised depending on your circumstances and the level of seriousness of the issue. In most cases, your concerns may be able to be addressed informally, through discussions with your Leader or by talking to People & Culture. However, in some cases, you may be more comfortable making a formal report and AGL has adopted this Whistleblower Protection Policy (**Policy**) to help you with that process.

Set out below are the three main ways in which you may choose to raise your concerns. These are summarised in the below diagram and more detail on each is included in this section 5.



2.1. Speaking to your Leader / informally raising concerns

For many issues, you will likely be comfortable discussing your concerns informally with your Leader or another trusted person within the business and AGL encourages you to continue to feel empowered to raise issues in this way. AGL is committed to the creation of a supportive workplace environment and it seeks to create a culture where concerns can be discussed openly and transparently.

You should be aware, however, that informally raising concerns outside of this Policy may limit the protections that you are entitled to under the law, which are summarised in **Attachment 1**. If you want these legal protections (and your report qualifies for protection) you should make a formal report under this Policy. More information on how to make a formal report under this Policy is set out below.

2.2. 'Speaking Up' about Potential Misconduct under this Policy

Where you have concerns about Potential Misconduct at AGL you can formally report it under this Policy by 'Speaking Up'. **Speaking Up** means telling an appropriate person in a position of influence (these people are called **Recipients**, and examples of these people are provided in section 4 below) if you have reasonable grounds to suspect that Potential Misconduct has occurred or is occurring in relation to AGL.

If you 'Speak Up' under this Policy, you may qualify for legal protections under special whistleblowing laws. More information on these legal protections are summarised in Attachment 1.

2.3. Personal work-related grievances under Workplace Issues Resolution Guidelines

'Personal work-related grievances' should generally be raised under the Workplace Issues Resolution Guidelines, as they are more effectively addressed that way and are not within the scope of this



Policy. Personal work-related grievances are grievances in relation to a Discloser's current or former employment or engagement that has implications for them personally (i.e. matters solely related to your personal employment).

Examples of personal work-related grievances include:

- > a conflict between you and another employee;
- > a decision about the terms and conditions of your employment;
- > a decision relating to your promotion; or
- > a decision relating to the termination of your employment.

However, in some cases personal work-related grievances may be covered by this Policy and attract its protections. See further information in **Attachment 1**. If you are unsure if your personal work-related grievance concerns Potential Misconduct and you would like the benefit of legal protections (if available), you can report your grievance under this Policy, just in case.

3. Scope

This Policy applies to Potential Misconduct. Anyone with information about Potential Misconduct is encouraged to Speak Up under this Policy.

The Policy applies to:

- > AGL and all subsidiary and affiliate entities over which it exercises control; and
 - > AGL's current and past employees, officers, contractors, suppliers and their employees (whether volunteers or paid), and associates of AGL,
- as well as these people's dependents (or their spouse's dependents), spouse and their relatives.

AGL takes all reports of Potential Misconduct seriously. The response that AGL takes, including the investigations process that it follows and the protections that it implements, will depend on the nature and circumstances of the relevant disclosure. For example, reports of Potential Misconduct of a minor nature that can be resolved informally may not require the same level of response as disclosures about Potential Misconduct of a material nature that involve a large-scale and complex investigation. However, you should note that:

- > while not all reports will necessarily lead to a formal investigation, all reports will be assessed and considered by AGL and a decision made as to whether they should be investigated (see further information in section 8); and
- > AGL is committed to making sure that you do not suffer detriment because you Speak Up and, accordingly, reports will be treated confidentially and appropriate protections will be offered to you based on your circumstances, the nature of the Potential Misconduct and the people involved (see further information in section 9).

4. Definitions

4.1. Potential Misconduct

Potential Misconduct means any suspected or actual misconduct or improper state of affairs or circumstances in relation to AGL, including conduct in relation to an employee or officer of AGL. It also means a breach of law or information that indicates a danger to the public or to the financial system. Your report may relate to Potential Misconduct, even if it does not involve a breach of law. For further information, please see **Attachment 1**.



Potential Misconduct does not generally include personal work-related grievances as described above in section 2.3. However, you can make a formal report under this Policy, even if you are unsure if something is Potential Misconduct. Reports about matters other than Potential Misconduct do not qualify for protection under whistleblowing laws, but will still be carefully considered by AGL.

Examples of Potential Misconduct may include but are not limited to:

- > breach of laws or regulations;
- > breach of AGL's Code of Conduct or other AGL policies, standards or codes;
- > criminal activity;
- > bribery or corruption;
- > violation of human rights;
- > conduct endangering health and safety or causing damage to the environment;
- > dishonest or unethical behaviour;
- > conflicts of interest;
- > anti-competitive behaviour;
- > financial fraud or mismanagement;
- > tax-related misconduct;
- > insider trading;
- > breach of trade sanctions or other trade controls;
- > unauthorised use of AGL's confidential information;
- > conduct likely to damage the financial position or reputation of AGL;
- > engaging in or threatening to engage in detrimental conduct against a person who has made a disclosure or is believed or suspected to have made, or be planning to make, a disclosure under this Policy; and
- > deliberate concealment of any of the above.

4.2. Other definitions

This Policy refers to a number of key people, who are defined as follows:

Term	Meaning	Role and Responsibilities
Recipients	<p><i>Internal (see section 5.1)</i></p> <ul style="list-style-type: none"> > General Manager, Group Risk, Compliance & Insurance > Whistleblower Protection Officer > A member of AGL's Executive Team <p><i>External (see section 5.2)</i></p> <ul style="list-style-type: none"> > The Your Call hotline 	<p>The role of the Recipients is to ensure that the information is heard by AGL and proper follow-up occurs, as well as to ensure Disclosers feel supported and protected. Recipients will refer the disclosure to the Whistleblower Investigations Officer as soon as possible to oversee AGL's response.</p>
Whistleblower or Discloser	<p>The person Speaking Up in connection to Potential Misconduct.</p>	

Term	Meaning	Role and Responsibilities
Whistleblower Investigations Officer (WIO)	The General Counsel and Company Secretary or their appointed delegate (who may include the GM Group Audit, a GM in Legal).	<p>If a report made under this Policy is formally investigated, the WIO will carry out or supervise the investigation.</p> <p>The WIO will report any investigation outcomes.</p> <p>The WPO and WIO act independently of each other and the responsibilities of these roles do not reside with one person.</p>
Whistleblower Protection Officer (WPO)	Chief People Officer or their appointed delegate (who may be a P&C Business Partner)	<p>The WPO will safeguard the interests of Employees making reports under the Policy and will ensure the integrity of the reporting mechanism.</p> <p>Where the WPO has been appointed to help and support the Discloser, the WPO will act as the contact point for communication with the Whistleblower after Speaking Up.</p>

5. How to Speak Up to a Recipient

5.1. AGL contacts (internal Recipients)

If you wish to Speak Up, you are encouraged to first report the matter internally to one of the following **Recipients** within AGL:

- > General Manager, Group Risk, Compliance & Insurance;
- > the Whistleblower Protection Officer – Chief People Officer; or
- > any member of AGL's Executive Team.

Reports may be made via phone, email or letter and can be made anonymously and inside or outside of business hours. Contact details for the internal Recipients above can be accessed on the AGL intranet.

5.2. Hotline (external Recipient)

If you do not wish to Speak Up to an internal Recipient, AGL has engaged Your Call to provide external, third party whistleblower services. Your Call is available 24 hours a day, 7 days a week.

Your Call provides a call centre for Speaking Up, which enables you to make an anonymous report if you wish. You can also make an anonymous report through the Your Call website.

Your Call can be contacted at the following:

Phone: 1800 940 379

Web: www.yourcall.com.au/report. Please refer to "AGL" as the organisation ID.



Once a disclosure is made via Your Call, Your Call will escalate the report to the WIO.

Reports may also be made to ASIC and other persons that may be prescribed by regulation and qualify for protection under the Corporations Act as set out in **Attachment 1**.

5.3. What information to provide

When Speaking Up, you should provide as much information as possible, including details of the Potential Misconduct, people involved, dates, locations and any more evidence that may exist.

6. Speaking Up anonymously

You can make an anonymous disclosure if you do not want to reveal your identity.

While you are encouraged to provide your name when providing a disclosure because it will make it easier for AGL to address your disclosure (for example, the context in which you may have observed the Potential Misconduct is likely to be useful information), you are not required to do so, and may choose to remain anonymous when making a disclosure, over the course of the investigation and after the investigation is finalised.

If you do not provide your name, AGL will assess your disclosure in the same way as if you had revealed your identity, and any investigation will be conducted as best as possible in the circumstances. However, please be aware that 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. You will still be entitled to protections under the law if a protected disclosure is made and you remain anonymous, as described in **Attachment 1**.

Information received from anyone Speaking Up will be held in the strictest of confidence. More information on protecting your identity is contained in section 9.1.

7. AGL's commitment to those who Speak Up

Disclosures made under this Policy will be received and treated sensitively and seriously, and will be dealt with fairly and objectively.

While Speaking Up does not guarantee that the disclosure will be formally investigated, all reports will be assessed and considered by AGL and a decision made as to whether it qualifies as a protected disclosure; and whether it should be investigated. AGL's response to a disclosure will vary depending on the nature of the disclosure (including the amount of information provided).

Internal Recipients or Your Call (in the case of disclosures made directly to Your Call) will keep in contact with Disclosers until the matter is resolved by AGL. If appropriate, Disclosers will be told how AGL has decided to respond to their 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 it may not be possible unless contact details are provided when Speaking Up or Disclosers continue to keep in contact with Your Call.

Any investigations will be conducted in a timely manner and will be fair and independent from any persons to whom the disclosure relates. A person will not be involved as a WIO or WPO if the disclosure relates to them or the Recipient otherwise believes that a conflict of interest exists.

Investigations will generally be overseen by the WIO. Other people, including delegates of the WIO (for example, GM Group Audit, a GM in Legal) or external advisers, may also be asked to assist or run the investigation.

All employees and contractors must cooperate fully with any investigations.



Unless there are confidentiality or other reasons not to do so, persons to whom the disclosure relates will be informed of the allegation at an appropriate time, and will be given a chance to respond to the allegations made against them.

Your identity will be protected as described in section 9.1 of this Policy.

8. What happens after an investigation?

The results of any investigation will be recorded in writing in a formal internal report that will be confidential and is the property of AGL. The outcome of any investigation will be reported to the Board in accordance with section 12 below.

Disclosers who Speak Up will generally be informed of the investigation outcome. However, it may not always be appropriate to provide Disclosers with this information in which case it will not be shared. Where appropriate, the persons to whom the disclosure relates will also be informed of the findings of any investigation. The formal report recording the results of an investigation will not be provided to a Discloser or any other person subject to investigation.

Where an investigation identifies a breach of law, AGL's 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 the person(s) involved in the misconduct.

9. Protection of Whistleblowers

AGL is committed to protecting and respecting the rights of a person who Speaks Up under this Policy. This section outlines the policy on protecting those who Speak Up.

The law also contains additional protections, which are summarised in **Attachment 1**.

9.1. Protecting your identity

The priority at AGL is to protect people who Speak Up. If you Speak Up, your identity (and any information that we have because of your disclosure that someone could likely use to work out your identity) will only be disclosed if:

- > you give your consent for AGL to disclose that information;
- > the disclosure is allowed or required by law (for example, disclosure by AGL to a lawyer to get legal advice relating to the law on whistleblowing); 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.

Measures that AGL may adopt to protect your identity may include some or all of the following:

- > using a pseudonym in place of your name;
- > redacting potentially identifying information in written records;
- > referring to you in a gender-neutral context;
- > ensuring documents and other materials relating to your disclosure are stored securely;
- > limiting document access to those directly involved in managing and investigating the report; and
- > reminding each person who is involved in handling and investigating a disclosure about the confidentiality requirements, including the consequences of an unauthorised disclosure.

9.2. Protecting you from detriment

AGL will not tolerate any detrimental conduct against any person who has or may Speak Up or who is believed to have done so, including conduct against that person's colleagues, employer (if a contractor) or relatives. Similarly, AGL will not tolerate any threats to cause detriment.

Examples of detrimental conduct includes the following:

- > discrimination, detriment or damage to a person's reputation or property;
- > damage to a person's business or financial position;
- > harassment, intimidation or retaliation;
- > causing physical or psychological harm;
- > a demotion or dismissal; or
- > threats of any of the above, whether or not the person actually fears the threat will be carried out.

Any person involved in detrimental conduct may be subject to disciplinary action (including but not limited to termination of employment or engagement). See Attachment 1 for more information.

In some circumstances, this may also be a criminal offence punishable by imprisonment. AGL may refer any person that has engaged in detrimental conduct to law enforcement authorities for further investigation.

If you are concerned that you may be, are being, or have been subject to detrimental conduct as a result of Speaking Up you should immediately report this matter to the Whistleblower Protection Officer.

The protections offered to you for Speaking Up will be determined by AGL and depend on things such as the Potential Misconduct and people involved. Protections may include the following, at AGL's discretion:

- > offering support services (including counselling or assisting you in arranging legal services);
- > offering strategies to help minimise and manage stress, time or performance impacts, or other challenges resulting from the disclosure or its investigation;
- > monitoring and managing the behaviour of other employees;
- > relocating you or other employees (which may include the people alleged to have been involved in the Potential Misconduct) to a different division, group or office or revising the reporting lines of employees;
- > offering you a leave of absence or flexible workplace arrangements while a matter is investigated; and/or
- > rectifying any detriment that you have suffered.

A Discloser who is a current or former employee may access AGL's Employee Assistance Programme (**EAP**) on **1300 687 327**.

In addition, employees may be appointed a WPO to support and help protect them. Where appointed, the WPO will be your point of contact. They can arrange additional support for you where needed and can escalate any concerns you have with how your report is being dealt with. AGL can only appoint a WPO where you have agreed to share your identity with the WPO.

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

Further information regarding the protections available are set out in **Attachment 1**.

10. False or misleading disclosures

When Speaking Up, you will be expected to have reasonable grounds to suspect the information you are disclosing is true, but you will not be penalised if the information turns out to be incorrect. However, you must not make a report that you know is not true or is misleading. Where it is found that a Discloser has knowingly made a false report, this may be a breach of AGL's Code of Conduct and will be considered a serious matter that may result in disciplinary action. There may also be legal consequences if you knowingly make a false report. If you do not have reasonable grounds to believe the information you have reported, it may also mean you do not receive any protections under whistleblowing laws.

11. Record keeping and personnel files

All Speak Up disclosures will be recorded in a confidential register (**Speak Up Register**).

The Recipient (or other person receiving your disclosure) will seek your consent before recording your name on the Speak Up Register. You are encouraged to feel supported and safe in providing information, and to consent to the limited sharing within AGL of your identity. This will assist AGL to protect and support you in relation to your disclosure and facilitate AGL in investigating, reporting and taking action arising as a result of your disclosure.

The Speak Up Register is confidential and can only be accessed by Recipients and the Whistleblowing Investigation Officer (including any appointed delegates of the Whistleblower Investigation Officer responsible for conducting an investigation), who will use that information to determine the appropriate response to disclosures made and to inform any investigation that has commenced.

All information, documents, records and reports relating to the investigation of reported conduct will be confidentially stored and retained in an appropriate and secure manner.

12. Reporting and Review of this Policy and the Whistleblower Program

The Board will receive a summary of disclosures made under this Policy at least on a quarterly basis, including the number and types of issues raised, how matters are being investigated (if applicable), whether those disclosures have been substantiated and the outcome. The summary provided to the Board will not identify individual Disclosers.

Recipients must consider if a disclosure or information that arises in responding to a disclosure triggers processes in AGL's Market Disclosure Policy. If so, that information must be dealt with by the Recipients and AGL in accordance with the Market Disclosure Policy.

AGL's Whistleblower Program is to be reviewed no less frequently than every two years. The review must address the efficacy of the Whistleblowing Program. Any changes to AGL's Whistleblower Program must be approved by the AGL Board. In particular, within the constraints of confidentiality and any other legal restrictions, it must consider the fairness of the investigations undertaken, the actual consequences of making disclosures for people who have made reports and compliance with this Policy generally.



13. Availability of this Policy and training

AGL will seek to ensure that employees (including new employees) are informed about and understand this Policy. Each employee will have access to this Policy. Training will also be provided to people who otherwise have a role under this Policy, including in relation to how to respond to disclosures.

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

This Policy does not form part of any terms of employment and AGL may change, apply or withdraw this Policy in its discretion.

14. Further Information

Any questions about this Policy can be referred to the General Counsel and Company Secretary.

15. Relationship to other policies

This Policy should be read in conjunction with the following AGL Policies:

- > Code of Conduct;
- > Anti-Bribery, Corruption and Fraud Policy;
- > Workplace Issues Resolution Guidelines;
- > Diversity & Inclusion Policy; and
- > Human Rights Policy.

Approved by the Board: 14 June 2023

Attachment 1: Protections provided by Australian law

1. When legislative protections may apply

Under Australian law, including the *Corporations Act 2001* (Cth) (the **Act**), legislative protections for Speaking Up are available to certain persons (including current and former employees, volunteers, officers, contractors, suppliers, employers of suppliers, associates, as well as these people's relatives and dependants) who make a "protected disclosure" to certain people.

AGL encourages you to Speak Up to a Recipient described under section 4 of this Policy. However, the law offers protections in other cases (for example, you can report Potential Misconduct to people other than Recipients).

If you make a "protected disclosure" under the law that does not comply with the Policy, you will still be entitled to the legal protections. A disclosure can qualify for protection under the Act even if it is made anonymously or turns out to be incorrect.

Please contact AGL's General Counsel and Company Secretary if you would like more information about the protections or remedies available under the law.

2. Protected disclosures

To be a "protected disclosure" qualifying for protection under the Act, the disclosure must relate to a "disclosable matter" and be made to an "eligible" recipient under the Act. A matter that is disclosed under the Policy but which does not meet these criteria will not qualify for protection under the Act. Examples of this type of information and recipients are outlined in the following table:

Information reported or disclosed	Recipient of disclosed information
<p>General disclosable matters</p> <ul style="list-style-type: none"> > Information about actual or suspected misconduct, or an improper state of affairs or circumstances in relation to AGL or a related body corporate. > Information that AGL or a related body corporate, or any officer or employee of AGL or a related body corporate, has engaged in conduct that: <ul style="list-style-type: none"> » contravenes or constitutes an offence against certain legislation (e.g. the Act); » represents a danger to the public or the financial system; or » constitutes an offence against any law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more. 	<p>Recipients for any general disclosable matters</p> <ul style="list-style-type: none"> > A person authorised by AGL to receive protected disclosures – i.e. Recipients under this Policy (including Your Call). > An officer or senior manager of AGL or a related body corporate. > An auditor, or a member of an audit team conducting an audit, of AGL or of a related body corporate. > An actuary of AGL or a related body corporate. > ASIC or 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).

Note that "personal work-related grievances" are not protected disclosures under the law, except as noted below.

- > Journalists or parliamentarians, under certain circumstances allowing emergency and public interest disclosures. It is important for you to understand the criteria for making a public interest or emergency disclosure before doing so. Please contact AGL's General Counsel and Company Secretary if you would like more information about emergency and public interest disclosures.

Tax-related disclosable matters

- > Information about misconduct, or an improper state of affairs or circumstances, in relation to the tax affairs of AGL or an associate of AGL, which the employee considers may assist the eligible recipient to perform functions or duties in relation to the tax affairs of AGL or the associate.

Recipients for any tax-related disclosable matters

- > A person authorised by AGL to receive reports of tax-related disclosable matters.
- > An auditor or a member of an audit team conducting an audit of AGL or the associate.
- > A registered tax agent or BAS agent who provides tax services or BAS services to AGL or the associate.
- > A director, secretary or senior manager of AGL or the associate.
- > An employee or officer of AGL, or a related body corporate of AGL, who has functions or duties that relate to the tax affairs of AGL or the associate.
- > A legal practitioner for the purpose of obtaining legal advice or legal representation.

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 AGL or an associate of AGL.

Recipients for any further tax-related information

- > Commissioner of Taxation.
- > A legal practitioner for the purpose of obtaining legal advice or legal representation.

Personal work-related grievances

Legal protection for disclosers about solely personal employment related matters are only available under the law in limited circumstances. A disclosure of a personal work-related grievance will remain protected if, in summary:

- > it concerns detriment to you because you have or may be considering Speaking Up; or
- > it is made to a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the law about whistleblowers.

Under the law, a grievance is not a 'personal work-related grievance' if it:

- > has significant implications for an entity regulated under the law (e.g. AGL) that do not relate to the Discloser;
- > concerns conduct, or alleged conduct, in contravention of specified corporate and financial services laws, or that constitutes an offence punishable by 12 months or more imprisonment under any other Commonwealth laws;
- > concerns conduct or alleged conduct that represents a danger to the public or financial system; or
- > concerns conduct or alleged conduct prescribed by the regulations.

3. Specific protections and remedies

The law provides protections if you make a “protected disclosure”, including that:

- > your identity is protected and confidentiality maintained;
- > you are not subject to any civil, criminal or administrative liability for making the disclosure (see below for further details);
- > no contractual or other remedy may be enforced or exercised against you on the basis of the disclosure;
- > you are protected from detrimental acts or omissions; and
- > in some circumstances (e.g. if the disclosure has been made to a regulator), the information you provide is not admissible in evidence against you in criminal proceedings or in proceedings for the imposition of a penalty, other than proceedings in respect of the falsity of the information.

Additional legislative protections and remedies may also be available, including but not limited to:

- > compensation for loss, damage or injury suffered as a result of detrimental conduct;
- > an injunction to prevent, stop or remedy the effects of the detrimental conduct;
- > an order requiring an apology for engaging in detrimental conduct;
- > if the detrimental conduct wholly or partly resulted in the termination of an employee’s employment, reinstatement of their position;
- > exemplary damages; and
- > any other order the court thinks appropriate.

You are 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.