

Whistleblower Policy

Reporting and protection for eligible disclosures

Organisation	MortarCAPS Higher Learning Data Standard Ltd (ACN 684 569 864)
Registered address	368 Sussex Street, Sydney, NSW 2000, Australia
Policy owner	Gemma Williams, Head of Operations
Approved by	Board of Directors
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1. Purpose

To encourage the reporting of wrongdoing and to protect those who report, consistent with the whistleblower protections in the Corporations Act 2001 (Cth).

2. Who is covered

Eligible whistleblowers include current and former officers, employees, contractors, suppliers and their relatives.

3. What can be reported

Misconduct, or an improper state of affairs — including dishonesty, fraud, breaches of law, or conduct that endangers people or the public interest. Personal work-related grievances are generally not covered.

4. How to report

Reports may be made to the Whistleblower Protection Officer (the Head of Operations) or to any director — in person, in writing, or by email to hello@mortarcaps.org marked 'Confidential — Whistleblower'. Reports may be made anonymously.

5. Protections

- Confidentiality of identity, except as permitted by law.
- Protection from detriment or victimisation.
- Immunity from certain legal actions for making a protected disclosure.

6. Handling

Disclosures are assessed and, where appropriate, investigated fairly and promptly. The discloser is kept informed where possible.

7. Governing law

New South Wales, Australia.