

GROUP WHISTLEBLOWER PROTECTION POLICY

February 2020

Policy

Approval Date

Approved By

Owner

Version

Previous Version

Previous Approval Date

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February 2020

Risk & Sustainability (RSC) Committee

Group Legal & CoSec

2.7.1¹

2.6

19/06/2019



1 COMMITMENT

At Coca-Cola Amatil and its related companies (including its subsidiaries) (**Amatil**), we are proud of our history, our products, brands and our people. We are committed to building value for our shareholders, and we aim to always be held in the highest regard by our customers, regulators and all our stakeholders. We are dedicated to protecting and upholding our reputation as an ethical and responsible corporate citizen – focused on today and tomorrow, and confident in the future, sustainability and longevity of our company.

We are all ambassadors for our Values and we are committed to ensuring our business practices are ethical, legal, straight forward and open. We are respectful of, and compliant with, the laws in all parts of the world in which we operate and our reputation is at the core of everything that we do. Our Code of Conduct sets our expectations – of each other, our suppliers and contractors, and anyone who works with or for us – “Our Way”.

Creating a supportive environment where our people feel safe to speak up is one of Amatil’s core values and underpins our workplace culture.

The Board and senior management of Amatil encourage speaking up and reporting potential misconduct. A failure to speak up exposes Amatil to risks and undermines our culture and values. Amatil 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 PURPOSE & APPLICATION

This Group Whistleblower Protection Policy (the **Policy**) has been adopted to reinforce that Amatil provides a safe and confidential environment where concerns regarding misconduct, impropriety or wrongdoing may be raised without fear of reprisal or detrimental treatment.

This Policy sets out:

- a) when you will be protected for speaking up about misconduct;
- b) the protections that may be provided to you if you speak up; and
- c) how disclosures made under this Policy will be handled by Amatil.

All officers, employees and contractors of Amatil, wherever they are based, must comply with this Policy. Officers, employees and contractors based outside of Australia may also be subject to additional local whistleblower requirements in the country in which they are based.

This Policy is made available on the Corporate Governance section of Amatil’s external website at www.ccamatil.com.

This Policy also protects those who are entitled to protection under the Australian whistleblower laws (see section 9 of this Policy).

3 WHO IS PROTECTED UNDER THIS POLICY?

You will be protected under this Policy if:

- a) you are one of the individuals set out in section 4;
- b) you disclose information about the type of matters set out in section 5; and
- c) you disclose that information:
 - o internally to one of the persons set out in section 6; or
 - o externally to one of the persons set out in section 9.

4 WHO MAY MAKE A PROTECTED DISCLOSURE?

You may make a disclosure that qualifies for protection under the Australian whistleblower laws if you are or were:

- a) an officer or employee of Amatil, including permanent, part-time, fixed-term or temporary employees or interns and secondees;
- b) supplier of goods and services to Amatil, whether paid or unpaid-(for example contractors, consultants, service providers and business partners),
- c) an associate of Amatil; or
- d) a parent, grandparent, child, grandchild, sibling, spouse or dependent of any of the above people.

5 WHAT MAY A PROTECTED DISCLOSURE BE ABOUT?

We encourage people to make disclosures about a broad range of matters. Whilst not all matters will qualify for protection under the Australian whistleblower laws, we will treat all disclosures made under this Policy in the same way.

Disclosures do not have to be about breaking the law.

Eligible disclosures may be about misconduct or an improper state of affairs or circumstances in relation to Amatil (including by an officer or employee of Amatil) that you have reasonable grounds to suspect has occurred or is occurring in relation to Amatil.

Disclosures solely about a personal work-related grievance are **not** covered by this Policy and do **not** qualify for protection under the Australian whistleblower laws (unless they also relate to any detriment or threat of detriment by reason of you making/being suspected of making a protected disclosure, or constitute conduct that may indicate a systemic issue in relation to Amatil).

5.1 Examples of eligible disclosures

Some examples of eligible disclosures include:

- conduct that amounts to a criminal offence or contravention of the *Corporations Act 2001* or *Australian Securities and Investments Commission Act 2001*;
- conduct that is a Commonwealth criminal offence punishable by more than 12 months imprisonment;
- illegal conduct, such as fraud, theft, corruption, bribery, criminal damage to property or breaches of work health and safety laws;
- fraud, money laundering or misappropriation of funds;
- negligence, default, breach of trust and breach of duty;
- improper, unethical or dishonest conduct, such as misuse of company assets, conflicts of interest or abuses of authority;
- conduct that poses a significant risk to public safety or the stability of, or confidence in, the financial system;
- any conduct that may indicate a systemic issue in relation to Amatil;
- any business behaviours and practices that may cause consumer harm;
- conduct that is damaging to Amatil's financial position or reputation;
- misconduct in relation to Amatil's tax affairs;
- other misconduct concerning corporate governance, accounting or audit matters;
- 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;
- unauthorised use of Amatil's confidential information, including in terms of product pricing and product development; or
- anti-competitive behaviour.

5.2 Personal Work-related Grievance

A personal work-related grievance means a grievance about any matter in relation to your employment or former employment that has, or tends to have, implications only for you personally. Examples of a personal work-related grievance includes (but are not limited to):

- an interpersonal conflict between you and another employee;
- a decision that does not involve a breach of workplace laws;
- a decision about your engagement, transfer or promotion;
- a decision about your terms and conditions of engagement, payroll, or remuneration; or
- a decision to suspend or terminate your engagement, or otherwise discipline you.

If your disclosure is a solely personal work-related grievance, you should direct it to the relevant manager or supervisor, People & Culture business partner or to any member of Amatil’s Group Leadership Team.

5.3 Reasonable grounds to make the disclosure

You may still qualify for protection if your disclosure turns out to be incorrect, but you must have reasonable grounds for suspecting that the information you are disclosing concerns misconduct or an improper state of affairs or circumstances in relation to Amatil.

A disclosure made without reasonable grounds (such as where you know it to be false) may amount to misconduct and be subject to disciplinary action.

6 WHO MAY RECEIVE A PROTECTED DISCLOSURE?

All of the people listed in this section may receive disclosures that qualify for protection under the Australian whistleblower laws. However, we encourage you to make your disclosure to one of our dedicated Whistleblower Protection Officers (**WPOs**) or our external whistleblower hotline service, which is an independent and confidential 24/7 external service operated by Pricewaterhouse Coopers (**PwC**) on behalf of Amatil.

<p>Whistleblower Protection Officers (WPOs)</p> <ul style="list-style-type: none"> a) Group Director – Legal & Corporate Affairs b) Group Company Secretary c) General Manager, Risk d) Group Head of Safety and Business Continuity e) National Investigations Manager 	<ul style="list-style-type: none"> • Email: whistleblower@ccamatil.com 														
<p>External whistleblower hotline service operated by PwC</p>	<ul style="list-style-type: none"> • E-mail <ul style="list-style-type: none"> ○ All (except Indonesia): CCAwhistleblower@au.pwc.com ○ Indonesia: CCA.Pelapor@id.pwc.com • Telephone <table border="1" data-bbox="727 1473 1406 1980"> <thead> <tr> <th>Country</th> <th>Hotline Number</th> </tr> </thead> <tbody> <tr> <td>Australia</td> <td>• 1800 316 594</td> </tr> <tr> <td>New Zealand</td> <td>• 08000 34527</td> </tr> <tr> <td>Indonesia</td> <td>• 001 803 61552</td> </tr> <tr> <td>Fiji</td> <td>• 00800 2189</td> </tr> <tr> <td>Papua New Guinea</td> <td>• +67570314699</td> </tr> <tr> <td>Samoa</td> <td> <ul style="list-style-type: none"> • Step 1 Amatil staff in Samoa dials 92610 • Step 2 Amatil staff in Samoa will hear a recorded announcement to follow the prompts to enter PwC’s Australia number (02) 8266 1452 </td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Mail 	Country	Hotline Number	Australia	• 1800 316 594	New Zealand	• 08000 34527	Indonesia	• 001 803 61552	Fiji	• 00800 2189	Papua New Guinea	• +67570314699	Samoa	<ul style="list-style-type: none"> • Step 1 Amatil staff in Samoa dials 92610 • Step 2 Amatil staff in Samoa will hear a recorded announcement to follow the prompts to enter PwC’s Australia number (02) 8266 1452
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	Whistleblower Post Box PO Box Q654 QVB Post NSW 1230
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If you prefer, you may also make a disclosure to the following people:

- a) a member of our Group Leadership Team;
- b) any other Amatil officer (including a director or company secretary) or senior manager (ie a senior manager being anyone who has the capacity to significantly affect Amatil's financial standing);
- c) an internal or external auditor¹ (including a member of an audit team conducting an audit on Amatil); or
- d) if the disclosure concerns Amatil's tax affairs or the tax affairs of an associate of Amatil: an employee or officer at Amatil who has functions or duties relating to its tax affairs and who you consider may be assisted in their role by knowing that information.

7 HOW MAY A PROTECTED DISCLOSURE BE MADE?

You may make a disclosure at any time to the people identified in section 6 in person, by phone, email, post, or by hand.

An example form for making a disclosure is set out in Appendix 1 to this Policy and is also available in the Corporate Governance section of Amatil's external website at www.ccamatil.com.

If you make a disclosure from or to an Amatil email address, your email may be accessed by certain people within our IT department in accordance with Amatil's policies. If you are concerned about those limited circumstances in which your email might be accessed, you may prefer to make your disclosure verbally, by post or by hand.

You may make your disclosure anonymously (and stay anonymous throughout and after any investigation) and still qualify for protection under the Australian whistleblower laws.

You may wish to obtain independent legal advice before making a disclosure. That communication with your legal adviser will also be protected under the Australian whistleblower laws.

We encourage you to contact any of Amatil's Whistleblower Protection Officers (**WPOs**) if you have any questions about making a disclosure or this Policy generally.

8 PROTECTIONS FOR DISCLOSERS

Amatil handles all disclosures made to it under this Policy in a way that protects the disclosers.

8.1 Confidentiality and secure record keeping

All persons responsible for or involved in an investigation must take all reasonable steps to reduce the risk that a discloser will be identified.

Amatil will do this by:

- obscuring your name and identifying features from any internal reporting about your disclosure (unless you agree for your identity to be known);
- referring to you in a gender-neutral context (unless you agree for your identity to be known);
- where possible, contacting you to help identify certain aspects of your disclosure that could inadvertently identify you;
- engaging qualified staff to handle and investigate disclosures;
- storing all material relating to disclosures securely;

¹ Amatil's external auditor is Ernst & Young (EY), and the EY Ethics Hotline is contactable at telephone: 1-800-551-155, at the prompt dial 877-393-8442.

- limiting access to all paper and electronic documents and materials to those directly involved in handling and investigating the disclosure; and
- ensuring that anyone who is involved in handling and investigating your disclosure is aware of the confidentiality requirements.

You may lodge a complaint to a regulatory body, such as the Australian Securities and Investments Commission (**ASIC**), the Australian Prudential Regulatory Authority (**APRA**); or the Australian Taxation Office (**ATO**), if you believe that your confidentiality has been breached.

Identity protections and exceptions

If you make a protected disclosure, it is illegal for anyone to identify you or disclose any information that is likely to lead to you being identified, unless:

- it is not possible to investigate the disclosure without disclosing information that might identify you (but all reasonable steps must be taken to protect your identity);
- it is necessary to obtain legal advice about your disclosure and the whistleblower laws, in which case, we can pass the information on to our lawyer;
- we need to disclose the information to the Australian Federal Police; ASIC; APRA; or the ATO if the disclosure concerns Amatil's tax affairs or the tax affairs of an associate of Amatil; or
- you consent to that disclosure.

8.2 Provision of identity to a court or tribunal

No-one at Amatil may disclose or produce to a court or tribunal any information or documents which disclose your identity (or information likely to lead to your identification) without seeking the advice of our Group Director – Legal & Corporate Affairs.

If you make a protected disclosure and become aware that a court or tribunal has requested disclosure of your identity or production of documents containing your identity (or information likely to lead to your identification), you may apply to the court or tribunal for an order protecting your identity.

8.3 Protection from detriment

Amatil is committed to protecting people who make disclosures under this Policy.

It is against the law for anyone at Amatil (including any officers, employees or contractors) to cause or threaten any detriment to any person because that person:

- is or proposes to make a disclosure under this Policy or the Australian whistleblower laws; or
- is suspected or believed to have made a disclosure under this Policy.

Detriment includes (but is not limited to):

- dismissal of an employee;
- injury of an employee in their employment;
- alteration of an employee's position or duties to their disadvantage;
- discrimination, harassment or intimidation;
- harm or injury including psychological harm, damage to property, reputation or financial position;
- taking action against a person (including any disciplinary action or imposing a liability) for making a disclosure; or
- threats of any of the above.

However, Amatil is entitled to take steps that:

- are reasonably necessary to protect you from detriment (for example, moving you to another office to protect you from detriment if you have made a disclosure about your immediate work area); or
- relate to managing unsatisfactory work performance in line with Amatil's performance management framework.

You may seek independent legal advice or contact regulatory bodies, such as ASIC, APRA or the ATO, if you believe you have suffered detriment because of your disclosure.

8.4 Protection from civil, criminal and administrative liability

If you make a protected disclosure, you will also be protected from any of the following in relation to your disclosure:

- civil liability – for example, any legal action against you for breach of an employment contract, duty of confidentiality or another contractual obligation;
- criminal liability – for example, prosecution for unlawfully releasing information or otherwise using your disclosure against you in a prosecution (other than for making a deliberately false disclosure); and
- administrative liability – for example, disciplinary action for making a disclosure.

However, you may be liable for any personal misconduct revealed by your disclosure (or revealed by an investigation following your disclosure).

8.5 Compensation and other remedies

You may seek compensation and other remedies through the courts if:

- you suffer loss, damage or injury because of a disclosure; and
- Amatil failed to take reasonable precautions and exercise due diligence to prevent detrimental conduct.

We encourage you to seek independent legal advice if you wish to seek compensation or remedies in court.

9 HOW THIS POLICY INTERACTS WITH THE WHISTLEBLOWER LAWS

9.1 Australian whistleblower laws

By making a disclosure in accordance with this Policy, you may be protected under the Australian whistleblower laws if the type of matter you disclose is protected by those laws.

While this Policy principally deals with internal disclosures, the protections afforded by the Australian whistleblower laws (set out in section 8) also include some types of disclosure made to external parties, such as:

- legal representatives, to obtain advice or representation about the Australian whistleblower laws;
- ASIC, APRA or the ATO; or
- MPs or journalists, where you have reasonable grounds to believe that making the further disclosure would be in the public interest or the information concerns a substantial and imminent danger to the health or safety to one or more persons or to the natural environment, but **only if**:
 - you previously made a disclosure of that information to either ASIC, APRA or another Commonwealth body prescribed by regulation; and
 - you notified that body in writing of your intention to disclose to an MP or journalist (where, for public interest disclosures, **at least 90 days** must first have passed since your previous disclosure before this notice may be given).

It is important you understand strict criteria apply and you should obtain legal advice before making a disclosure to an MP or journalist.

For more information about the Australian whistleblower laws (including how to make a disclosure directly to ASIC or the ATO), see the information available on the ASIC website (including Information Sheet 239 *How ASIC handles whistleblower reports*) and the ATO website.

9.2 Whistleblower laws outside Australia

You may make a report regardless of where you are or where the conduct is occurring.

If your disclosure concerns the conduct of Amatil, Amatil people, or Amatil operations outside of Australia, you may also have protections and obligations under the whistleblower laws of that country. Please see the Country Schedule in Appendix 2.

If there is nothing specified for a country, the general provisions of this Policy apply in full.

10 INVESTIGATIONS

10.1 Investigation process

When you make a disclosure under this Policy, your disclosure will typically be investigated as follows and by maintaining confidentiality in accordance with section 8.1:

STEP 1	The person who receives your disclosure will provide the information to a WPO, as soon as practicable, ensuring your identity is protected (in accordance with section 8.1), unless you have consented otherwise.
STEP 2	The WPO will determine whether your disclosure is covered by this Policy and, whether a formal, in-depth investigation is required. If an investigation is required, the WPO will determine whether the investigation should be conducted internally or externally and appoint an investigator with no personal interest in the matter to conduct an investigation. The WPO may consider that an external investigation is appropriate to ensure fairness and independence or because specialist skills or expertise are required.
STEP 3	The investigator(s) will conduct the investigation in an objective and fair manner, ensuring that they give any employee who is mentioned in the disclosure an opportunity to respond to the allegations prior to any adverse findings being made against them. Those employees are also entitled to access the support services referred to in section 11. If you can be contacted (including through anonymous channels), we will give you regular updates on the status of the investigation as appropriate, with the frequency and timing of such updates depending on the nature of your disclosure.
STEP 4	The outcome of the investigation will be reported to the Board (protecting your identity, if applicable) and may, if the WPO considers appropriate, be shared with you.

Appropriate records and documentation for each step in the process will be maintained by the investigator.

We encourage you to raise any concerns you have about the investigation of your disclosure (including breach of confidentiality) with the WPO assigned to your disclosure or the person to whom you made your disclosure.

10.2 Duration of investigation

Amatil will aim to conclude the investigation as soon as possible, and within 6 months of receiving your disclosure, and we will consider whether any further steps need to be taken. That time may vary depending on the nature of your disclosure.

10.3 Amatil may require further information to investigate disclosures

Amatil may not be able to undertake an investigation if it is not able to contact you or receive additional information to fully investigate your disclosure. If you have made your disclosure anonymously, we suggest you maintain ongoing two-way communication with Amatil, so Amatil may ask follow-up questions or provide feedback. You may refuse to answer questions that you feel may reveal your identity at any time.

10.4 Investigation will be conducted in accordance with confidentiality provisions

Subject to the exceptions allowed under section 8.1 of this Policy or otherwise by law, the identity of a discloser (or information that is likely to lead to their identity becoming known) must be kept confidential at all times during and after the investigation (including in any reporting to the Board or to any persons affected).

11 SUPPORT AND PRACTICAL PROTECTIONS

Amatil has in place processes for protecting, supporting and monitoring the welfare of anyone who makes a disclosure. This includes risk assessment of any potential detriment, work adjustment considerations and support services such as stress management strategies which may include counselling.

12 BOARD REPORTING

The WPOs may, where appropriate, report (whilst maintaining confidentiality in accordance with section 8.1) to the Board or its nominated Committee at least quarterly on all active whistleblower matters, including information (where available) on:

- the number and nature of disclosures made in the last quarter (for example, by who, who to and matter type);
- how disclosures were reported;
- the status of any investigations underway;
- the frequency of communications with disclosers; and
- the outcomes of completed investigations and actions taken;
- the timeframes for responding and investigating disclosures.

The Group Director – Legal & Corporate Affairs will also be informed of any disclosure that may give rise to continuous disclosure obligations under the ASX Listing Rules including information that may be materially price sensitive. The Group Director – Legal & Corporate Affairs will inform Amatil's Continuous Disclosure Committee or the Board of such incidents, in accordance with Amatil's Disclosure & Communications Policy and they will make any disclosure in compliance with this Policy.

13 TRAINING

Our WPOs and all eligible recipients of disclosures must attend compulsory training organised by Amatil on responding appropriately to disclosures made under this Policy, including training on confidentiality and the prohibitions against detrimental conduct.

Amatil will inform its external eligible recipients (for example, its auditor) about their obligations under the Australian whistleblower laws.

Amatil employees (including those in any overseas-based operations) must also attend compulsory training on our whistleblower program which will include information on how to make a disclosure, what the disclosure may be about, to whom a disclosure may be made, the protections and support available and when further information or independent legal advice might be sought.

14 NON-COMPLIANCE WITH THIS POLICY

Any breach of this Policy by an officer, employee or contractor of Amatil will be taken seriously and may be the subject of a separate investigation and/or disciplinary action.

A breach of this Policy may amount to a civil or criminal contravention under the Australian whistleblower laws (and any local laws in Amatil's non Australian jurisdictions), giving rise or to prosecution, fines or other actions.

We encourage you to raise any concerns about non-compliance with this Policy with a WPO in the first instance. You may also lodge any concerns with ASIC, APRA or the ATO for investigation.

15 POLICY REVIEW

This Policy must be reviewed by the Board or its nominated Board Committee with the assistance of the WPOs at least every two years to ensure it is operating effectively. Any recommended changes must be approved by the Board or its delegated committee.

The Group Company Secretary is authorised to make administrative and non-material amendments to this Policy provided that any such amendments are notified to the Board or its nominated Board Committee at or before its next meeting.

Amatil will ensure any updates to this Policy, its processes and procedures following a review are widely disseminated to, and easily accessible by, individuals covered by this Policy. Where necessary, additional training will be provided.

APPENDIX 1: OPTIONAL DISCLOSURE FORM

This form is part of Amatil's whistleblower protection program and is intended to assist you make a disclosure under Amatil's Whistleblower Protection Policy. Use of this form (including provision of all information requested in it) is optional and it is open to you to make your disclosure in another way. Amatil appreciates you taking the time to bring matters of concern to our attention. Thank you for speaking up. You may provide this form to Amatil by the means set out on the last page.

SECTION A: CONSENT	
<input type="checkbox"/>	I consent to my identity being shared in relation to this disclosure; OR
<input type="checkbox"/>	I wish for my identity to remain anonymous <i>(If you wish to remain anonymous, you do not need to complete section B and Section C)</i>
<input type="checkbox"/>	I consent to being contacted about my disclosure <i>(If so, please complete Section C)</i>
<input type="checkbox"/>	I wish to receive updates about my disclosure <i>(If so, please complete Section C)</i>
SECTION B: PERSONAL DETAILS	
Name:	
Address:	
Location (if applicable):	<input type="checkbox"/> Australia <input type="checkbox"/> New Zealand <input type="checkbox"/> Indonesia <input type="checkbox"/> Papua New Guinea <input type="checkbox"/> Fiji <input type="checkbox"/> Samoa
Department / Team (if applicable):	
Role / Position:	
SECTION C: CONTACT DETAILS	
Preferred telephone no: <i>(this may be a private number; please include country and area code)</i>	
Preferred email address: <i>(this may be a private email address)</i>	

Preferred contact method: (<i>phone / email / in person</i>)	<input type="checkbox"/> Phone <input type="checkbox"/> Email <input type="checkbox"/> Mail <input type="checkbox"/> In person	
Best time to contact you:		
SECTION D: DISCLOSURE All questions are optional – however, the more information that you provide, the easier it will be for us to investigate and address your concerns.		
1.	<p>A description of your concerns, including:</p> <ul style="list-style-type: none"> • <i>Location</i> • <i>Time</i> • <i>Persons involved</i> <p>(<i>You are encouraged to include with this disclosure any supporting evidence you may hold – you can use box 7 or a separate page if you run out of space</i>)</p>	
2.	<p>How did you become aware of the situation?</p>	
3.	<p>Who was involved in the conduct, including any names, departments and position?</p>	

4.	<p>Does anyone else know about the matters you are concerned about?</p> <p><i>(If yes, please describe any steps you have taken to report or resolve your concern and the outcome, if applicable)</i></p>	
5.	<p>Do you have any concerns about you or any other person being discriminated against or unfairly treated because of this disclosure?</p>	
6.	<p>Do you think the reported conduct might happen again?</p>	
7.	<p>Please include any other details which you believe are relevant</p>	

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You may submit this form to Amatil by email, post or hand via the following:

<p>Whistleblower Protection Officers (WPOs)</p> <p>a) Group Director – Legal & Corporate Affairs b) Group Company Secretary c) General Manager, Risk d) Group Head of Safety and Business Continuity e) National Investigations Manager</p>	<ul style="list-style-type: none"> • Email: whistleblower@ccamatil.com 														
<p>External whistleblower hotline service operated by PwC</p>	<ul style="list-style-type: none"> • E-mail <ul style="list-style-type: none"> ○ All (except Indonesia): CCAwhistleblower@au.pwc.com ○ Indonesia: CCA.Pelapor@id.pwc.com • Telephone <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #f2f2f2;"> <th style="text-align: left; padding: 5px;">Country</th> <th style="text-align: left; padding: 5px;">Hotline Number</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Australia</td> <td style="padding: 5px;">• 1800 316 594</td> </tr> <tr> <td style="padding: 5px;">New Zealand</td> <td style="padding: 5px;">• 08000 34527</td> </tr> <tr> <td style="padding: 5px;">Indonesia</td> <td style="padding: 5px;">• 001 803 61552</td> </tr> <tr> <td style="padding: 5px;">Fiji</td> <td style="padding: 5px;">• 00800 2189</td> </tr> <tr> <td style="padding: 5px;">Papua New Guinea</td> <td style="padding: 5px;">• +67570314699</td> </tr> <tr> <td style="padding: 5px;">Samoa</td> <td style="padding: 5px;"> <ul style="list-style-type: none"> • Step 1 Amatil staff in Samoa dials 92610 • Step 2 Amatil staff in Samoa will hear a recorded announcement to follow the prompts to enter PwC’s Australia number (02) 8266 1452 </td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Mail Whistleblower Post Box PO Box Q654 QVB Post NSW 1230 	Country	Hotline Number	Australia	• 1800 316 594	New Zealand	• 08000 34527	Indonesia	• 001 803 61552	Fiji	• 00800 2189	Papua New Guinea	• +67570314699	Samoa	<ul style="list-style-type: none"> • Step 1 Amatil staff in Samoa dials 92610 • Step 2 Amatil staff in Samoa will hear a recorded announcement to follow the prompts to enter PwC’s Australia number (02) 8266 1452
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APPENDIX 2: COUNTRY SCHEDULE

1. Fiji

In addition to the disclosure processes listed in section 6, if you are reporting from Fiji or your concern/disclosure relates to Amatil's Fiji business, you may escalate your report or raise your concern directly to the Reserve Bank of Fiji.

Phone: (679) 331 3611

Fax: (679) 330 2094

Email: info@rbf.gov.fj

Website: <https://www.rbf.gov.fj/Contact-Us-Feedback>

Copies of the Policy and any revisions will be submitted to the Reserve Bank of Fiji, 30 days after the changes have been approved by the Amatil Board.

2. New Zealand

In addition to the disclosure processes listed in section 6, if you are reporting from New Zealand, or your concern/disclosure relates to Amatil's New Zealand business, you are entitled to escalate your disclosure to the Reserve Bank of New Zealand or the Financial Markets Authority.

a. Reserve Bank of New Zealand

Phone: +64 4 472 2029

Email: rbnz-info@rbnz.govt.nz

Write: PO Box 2498, Wellington 6140, New Zealand

b. Financial Markets Authority

Phone: 0800 434 567

Email: questions@fma.govt.nz

Write: PO Box 1179, Wellington 6140, New Zealand

c. Serious Fraud Office

Phone: 0800 109 800

Online: <https://www.sfo.govt.nz/complaints>

Write: PO Box 7124, Wellesley Street, Auckland 1141, New Zealand

d. Commerce Commission

Phone: 0800 943 600

Online: <https://report.whistleb.com/en/comcom>

Write: PO Box 2351, Wellington 6140, New Zealand

In some circumstances, you may also escalate your report to the New Zealand Ombudsman. Please see <https://www.ombudsman.parliament.nz/what-we-can-help/serious-wrongdoing-work-whistleblowing>

3. Papua New Guinea

In addition to the disclosure processes listed in section 6, if you are reporting from Papua New Guinea, or your concern/disclosure relates to Amatil's Papua New Guinea business, you are entitled to escalate your report to the Bank of Papua New Guinea, PNG Ombudsman Commission or the Independent Consumer Competition Commission.

a. Bank of Papua New Guinea

Phone: +675 322 7200

Fax: +675 321 1617

Write: PO Box 121, Port Moresby 111, National Capital District, Papua New Guinea

Website (online contact form): <https://www.bankpng.gov.pg/about-us/contact-us/>

b. PNG Ombudsman Commission

Phone: +675 308 2600 / 308 2692

Email: info@ombudsman.gov.pg

Write: P.O Box 1831, Port Moresby 121, National Capital District, Papua New Guinea

c. Independent Consumer Competition Commission

Phone: +675 325 2144

Fax: + 675 325 3980

Email: southern@iccc.gov.pg

Write: P.O Box 6394, Boroko, National Capital District, Papua New Guinea

ⁱ **Version notes for Version 2.7.1:** Pursuant to section 15 of the Policy, following approval of Version 2.7 of this Policy by the RSC on 19/06/2019, the Group Company Secretary amended this policy in June 2020 to add the Group Company Secretary as a Whistleblower Protection Officer in section 6. No other changes were made.