

Policy Statement

At SPC, acting ethically and with integrity is core to what we stand for. Staff are encouraged and supported to act if they have concerns about illegal, unethical or improper conduct. SPC is committed to ensuring the highest standards of conduct, including compliance with statutory obligations, effectively through adherence with organisational policies and procedures and ethically in accordance with the values, code of conduct and other standards operating within SPC.

The purpose of this policy is to encourage ethical and lawful conduct and action where this is breached. SPC staff are offered confidential means of raising concerns so that they may be investigated and addressed by the business.

Scope

In this Policy, "SPC" includes all entities in the SPC group of companies.

This Policy applies to all SPC employees (temporary and permanent), contractors, and visitors to our premises.

Objectives

This policy is part of SPC's commitment to ensure the systems, processes and accountabilities are in place to fully support individuals who report wrongdoing or suspected wrongdoing. Addressing problems directly and without delay, not only reduces the negative impact of the error, but also assures that our reputation remains strong, putting us in the best stead to achieve our mission to maintain a strong, vibrant and successful food manufacturing industry in Australia.

To meet our commitment and achieve our goals, we will take all reasonably practicable steps to:

- Encourage SPC people or anyone who has business dealings with SPC to raise any concerns and report any instances of misconduct, illegal, fraudulent or other unethical conduct where there are reasonable grounds to suspect such conduct has occurred;
- Provide an appropriate procedure for individuals to report such conduct in the knowledge they can do so, without fear of reprisal;
- Ensure that any person who makes a disclosure in accordance with this policy (a Whistle-blower) is appropriately protected from any detrimental conduct (as defined in this policy);
- Actively protect and manage the welfare of whistle-blowers and others connected with a disclosure; and
- Ensure that our activities in relation to managing whistle-blower disclosures are consistent with the Whistle-blower Provisions of the Corporations Act 2001.

Approved by



Robert Giles
Chief Executive Officer
28/01/2022