

Whistle-blower policy

The act of reporting a wrong doing by another person (whistle-blowing) is important to the ethical, moral and legal operation of our business.

W&S Plastics encourages all employees, contractors, suppliers and customers to come forward and report any wrong doings that they have witnessed or seen evidence of.

Our commitments

We are committed to supporting any person that comes forward to report any wrong doings by any employee of our business.

Reports are accepted in any form including verbal, communicated to a senior manager.

Any employee that receives a report of wrong doing must report it immediately to a senior manager who will ensure that it reaches a member of the senior management team.

The senior management team will assign an appropriate person to investigate the reported incident and report their findings to the senior management team to determine appropriate actions to be taken in line.

Disciplinary action appropriate to the incident will be taken against wrong doers.

If a breach of law has taken place, the incident will be reported to the police.

Vexatious reports of wrong doing will incur disciplinary action.

Whistle-blowers will be protected from recrimination by:

- Keeping their identity anonymous as much as possible;
- Disciplining any person that reveals the name of the whistle-blower unnecessarily;
- Disciplining any person that harasses or discriminates against a known whistle-blower;
- Disciplining any person that is proved to have made critical comments about the actions of the whistle-blower.

Our shared responsibility

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their manager or Human Resources.

We will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate.

This document is an extract from the W&S Plastics (Australia) Induction Booklet (RD1010 R08)