

At Drakes we understand and appreciate the importance of individuals letting us know if our operations and supply chain have created or may create a risk to an individual's human right. We ask that you please raise any concern you have about these matters with us.

If you raise a concern with us, we will look into the matter and take appropriate remediation steps. Should we identify that we have caused or contributed to an adverse impact; we will cooperate with relevant parties and the authorities in seeking to remediate the impact.

We acknowledge that concerns raised with us may relate to complex circumstances. This means it may take time to investigate and check facts. We also accept that in some cases there is not a clear-cut right or wrong answer. In others, issues may not be able to be addressed by Drakes alone and may require other stakeholders. In addressing these matters, we will remain committed to taking appropriate action.

Drakes encourages you to report any human rights wrongdoing and will support you doing so without fear of retribution. Our central concern will be to safeguard the right and wellbeing of any person who has lodged, in good faith, a concern or grievance. We commit not to take any retaliatory action when concerns of human rights wrongdoing are shared with us.

Reporting

Our Whistleblowing policy sets out different ways in which Human Rights concerns or issues can be reported to us. The process applies to all current and former officers, partners, clients, employees, contractors and suppliers (including employees of suppliers), and associates of Drakes, as well as relatives, spouses and dependents of these individuals. The Whistleblowing policy explains the different ways in which you may raise concerns with us, your option to report anonymously and the steps we will take to investigate your concerns.

Any person who has reasonable grounds to suspect that malpractice or misconduct has occurred is encouraged to report that suspicion to the Company Officer Jon Tamm by phone (08) 8415 6100 or email jon.tamm@drakes.com.au . Any items of concern may also be raised with another member of the Executive Team.



Roger Drake
Managing Director
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