

Whistleblower policy

Table of contents

1.	Introduction	2
2.	Purpose	2
3.	Scope.....	2
4.	Reporting concerns of wrongdoing.....	2
5.	Information to provide in support of a disclosure	4
6.	Anonymity and confidentiality.....	4
7.	Investigation process.....	5
8.	Fair and reasonable treatment	6
9.	Non-Retaliation	7
10.	False allegations.....	7
11.	Policy availability.....	7
	Annex A: Serious Wrongdoing	8
1.	Scope.....	8
2.	Legislation.....	8
3.	Serious wrongdoing.....	8
4.	Eligible whistleblower	8
5.	Disclosure process	9
6.	Protections available	9

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1. Introduction

This Policy sets out the “Whistleblower” process for raising concerns about actual, suspected or anticipated Wrongdoing (as defined in this Policy) within the Vector group. The “Vector group” includes subsidiaries, being entities controlled directly or indirectly by Vector Limited. “Subsidiaries” are entities where Vector holds over 50% of the voting rights.

Vector is committed to complying with the laws and practices that protect the rights of people who raise concerns about Wrongdoing in or by Vector, including under the *Protected Disclosures (Protection of Whistleblowers) Act 2022*.

2. Purpose

The purpose of the Policy is to:

- make Vector Persons (as defined in section 3 below) feel confident about raising concerns regarding actual, suspected or anticipated Wrongdoing and Serious Wrongdoing within Vector and its subsidiaries;
- facilitate the disclosure and investigation of Wrongdoing and Serious Wrongdoing, including to provide a process for Vector Persons and former Vector employees to raise any concerns and receive feedback on any actions taken as a result of their concerns; and
- reinforce the implementation of Vector’s values and the Code of Conduct and Ethics by encouraging and ensuring Vector Persons can disclose Wrongdoing and Serious Wrongdoing safely, securely and with confidence that they will be protected and supported from possible reprisals or victimisation if their allegation is made in good faith or on reasonable grounds (as applicable) (and to provide for those protections).

3. Scope

This Policy applies to Vector group companies and all directors and employees of a Vector group company, and any individual who contracts, consults, is seconded to or works as a volunteer for a Vector group company (“**Vector Persons**”). Vector Persons also includes people that work for Vector’s contractors, consultants and suppliers in relation to Vector.

Annex A to the Policy applies specifically and only to disclosures of Serious Wrongdoing (as defined in Annex A). It applies to Vector Persons and Former Employees (as defined in Annex A) who wish to make such disclosures.

4. Reporting concerns of wrongdoing

Each Vector Person must use good judgment to enhance trust, respect and Vector’s reputation, including taking action to prevent the occurrence of Wrongdoing within the business.

To the extent that any Vector Person (and in some cases, any Former Employee) becomes aware of any Wrongdoing that they wish to report to Vector to be investigated they should follow the process set out in this Policy.

Wrongdoing

For Vector group companies, “Wrongdoing” includes:

- any unethical or inappropriate behaviour (including but not limited to physical, verbal or sexual harassment, workplace bullying, discrimination, manipulation, falsification or breaching Vector’s Code of Conduct and Ethics);
- fraudulent or any other illegal behaviour;
- corrupt conduct;
- unsafe work practices;
- conduct involving substantial or serious risk to public health or safety or of any individual;
- conduct involving substantial or serious risk to the environment;
- a substantial mismanagement of Vector or the group’s resources;
- any other conduct that could cause loss to the Vector group or become detrimental to the Vector group; or
- any Serious Wrongdoing as defined in Annex A.

If you have any doubt as to whether a matter constitutes ‘Wrongdoing’, you are encouraged to follow the reporting process outlined below.

Reporting Process

In order to qualify for the protection as a whistleblower under this Policy and/or the relevant legislation in New Zealand, you must make the disclosure to a recipient referred to below and follow the reporting process detailed below.

If you want to make a disclosure about a Wrongdoing, you can report it to any of the following Vector staff in person, by phone, or email:

- Chief Legal & Assurance Officer
- Chief People Officer
- Group Chief Executive; or
- Chair.

In the case of Serious Wrongdoing you may choose to make a disclosure to an Appropriate Authority as defined in Annex A.

If you are not comfortable reporting allegations of Wrongdoing to any of the above individuals, you can raise the issue via Sonder, Vector’s employee wellbeing service provider. You can make a disclosure using Sonder via:

- The Sonder App
- Sonder’s website: <https://sonder-au.my.site.com/whistleblower/>

Sonder has the option to make an anonymous disclosure to protect the identity of people who report concerns. Calls will be treated confidentially and may be made at any time.

Sonder will request information to help fully understand the concern you are reporting and then prepare an anonymous report (unless you chose to provide your identity).

This report will be provided to:

- the Chief Legal & Assurance Officer,
- Group Chief Executive; and
- Chief People Officer

or it will be redirected in line with a process agreed with the Risk & Assurance Committee and this Policy.

5. Information to provide in support of a disclosure

When you are reporting Wrongdoing you will need to disclose the information that you honestly believe shows what you are alleging has occurred.

Information that is helpful to provide as part of your report of any Wrongdoing:

- nature of the wrongdoing;
- any background to the wrongdoing including dates and history of the issue;
- why you believe the allegation of wrongdoing is true (relying on facts rather than speculation if possible); and
- any supporting information you may have.

Be aware that the earlier you report a concern, the easier it may be to take action.

6. Anonymity and confidentiality

You have the right to report an allegation of Wrongdoing anonymously and to remain anonymous over the course of an investigation and after the investigation is finalised.

Vector is committed to protecting Vector Persons in making genuine disclosures and all reasonable efforts will be made to ensure that information that identifies you will be kept confidential.

Vector Persons (and where applicable, Former Employees) wishing to report Wrongdoing should be aware that it will be more difficult to investigate and take action in relation to Wrongdoing that is reported anonymously. Vector encourages individuals to put their name to concerns which they raise in case additional information is required as any investigation progresses. In these circumstances, you will be given support, if required.

Where you choose not to identify yourself, and it is not possible to keep your identity confidential (for the reasons set out below) Vector will consult with you about that in the first instance, and explain to you the reasons why.

Vector Persons (and where applicable, Former Employees) who make a disclosure about Wrongdoing, must at all times keep the information disclosed confidential between themselves and the person to whom they have disclosed the information.

All Vector Persons have a duty to cooperate, as required, in the investigation of reports of any potential discrimination, retaliation, threats or harassment resulting from the reporting or investigation of any Wrongdoing.

Anonymity and Confidentiality

When disclosing Wrongdoing, your identity will not be kept confidential if one of the following applies:

- you consent to the disclosure;
- if the disclosure is essential to the effectiveness of the investigation of the allegations;
- if the disclosure is essential to prevent serious risk to public health or safety or the environment, or the health and safety of any individual;
- if the disclosure is essential to comply with the principles of natural justice; or
- if the disclosure is essential to an investigation by a law enforcement or regulatory agency for the purpose of law enforcement.

Anonymity cannot be guaranteed in some other limited circumstances (i.e. where Court Orders are required).

Any information you disclose will be treated confidentially and only shared to the extent necessary to allow the person to whom the disclosure was made or the Group Chief Executive or Chair, or their nominee (as applicable), to conduct a fair and thorough investigation, and to take any necessary action.

7. Investigation process

All disclosures of Wrongdoing will be treated seriously and addressed promptly, confidentially, and discretely as far as is reasonably possible, taking into account the provisions of this Policy.

Investigation processes will vary depending on the nature of the conduct reported.

Within 20 working days of receipt of the disclosure, Vector will examine the allegations of Wrongdoing and decide whether an investigation is warranted (and, in the case of allegations of Serious Wrongdoing, whether they would (if established) meet the definition of Serious Wrongdoing in the Policy).

The disclosure and the evidence provided by the person making the disclosure will be considered in an unbiased and fair manner. Generally, an investigation will be warranted unless the allegation is considered to be frivolous or vexatious.

Where practicable, within 20 working days, the person to whom the disclosure was made, or the Chief Executive Officer (as applicable), will report back to you to advise the outcome of their examination and their decision whether or not to investigate the matter.

Where it is impracticable to complete these actions within 20 working days, the person to whom the disclosure was made, or the Chief Executive Officer (as applicable), will report back to you to advise how long they expect it will take to deal with the matter, and update you on progress to date.

If you make the disclosure of Wrongdoing anonymously and you do not provide for a method of contact, Vector may not be able to continue with an investigation or report back to you on the outcome of a disclosure if you are not contactable.

If warranted, an investigation will be undertaken by the Group Chief Executive (or Chair, where applicable), or their nominee, as soon as practicable.

If an allegation of Wrongdoing is made in good faith or on reasonable grounds (as applicable), by a Vector Person but is not confirmed by the investigation, no action will be taken against the Vector Person.

Prompt and appropriate corrective action will be taken as determined by the investigator (i.e. the Group Chief Executive, the Chair, or their nominee).

Those accused of the Wrongdoing will have the right to answer the allegation as and when required by the principles of natural justice and procedural fairness.

If you made the allegation of Wrongdoing, you will also have the right to be heard during the investigation and to be kept informed of regular progress as appropriate (if you are contactable). The frequency and timeframe for these regular updates will vary depending on the nature of the allegation. Vector will also have regard to confidentiality considerations when providing updates. There may be circumstances where it may not be appropriate to provide details of the outcome to the discloser.

8. Fair and reasonable treatment

In order to ensure that employees who are mentioned in a disclosure of Wrongdoing are treated fairly and reasonably, Vector will (where applicable):

- (a) to the extent reasonably practicable, ensure that any disclosures are handled confidentially by being stored safely and securely;
- (b) ensure that all persons involved in handling and investigating a disclosure are reminded of confidentiality of the process;
- (c) ensure the disclosure and the evidence provided by the person making the disclosure will be considered in an unbiased and fair manner;

- (d) conduct an investigation unless the allegation is considered to be frivolous or vexatious, or Vector otherwise reasonably considers that an investigation is not appropriate;
- (e) ensure those accused will have the right to answer the allegation as and when required by the principles of natural justice and procedural fairness; and
- (f) ensure a person who is the subject of a disclosure may access Vector's external Whistleblower provider.

9. Non-Retaliation

It is in Vector's best interests that Vector Persons (and, where applicable, Former Employees) report Wrongdoings. Vector will not tolerate any behaviour that discourages someone from reporting Wrongdoing or that is seen as retaliation (or a threat of retaliation) to a reported Wrongdoing.

You will not be subject to any detrimental conduct (or threats of the same) including but not limited to disciplinary proceedings or any other action causing a detriment or disadvantage, or any less favourable treatment, on the grounds that you have reported, or intend to report, or are suspected to intend to report, a Wrongdoing in good faith or on reasonable grounds.

If you provide, or intend to provide, information in support of, or related to, a disclosure of Wrongdoing made by another Vector Person or Former Employee, in good faith, you will not be subject to any less favourable treatment (or any threats of the same).

10. False allegations

Allegations of Wrongdoing should be made in good faith and not be vexatious or frivolous or without good reason.

Spurious, malicious or deliberately false allegations will not be protected under this Policy and may amount to serious misconduct and may result in disciplinary action, up to and including dismissal.

11. Policy availability

This Policy will be available to Vector Persons via the Intranet.

This Policy is not a term of any contract, including any contract of employment and does not impose any contractual duties, implied or otherwise, on Vector. This Policy may be varied by Vector from time to time, including as part of any review.

Dated: September 2026

Annex A: Serious Wrongdoing

1. Scope

This Annex A applies to all Vector Persons and Former Employees of Vector Group Companies (VNZ) who disclose to VNZ allegations of Serious Wrongdoing (as defined below) within VNZ, so that those allegations can be investigated in accordance with this Policy.

2. Legislation

The *Protected Disclosures (Protection of Whistleblowers) Act 2022* provides special protections for Vector Persons and Former Employees (as defined below) who disclose allegations of Serious Wrongdoing to VNZ, where they wish for that Serious Wrongdoing to be investigated by VNZ.

3. Serious wrongdoing

Where you are a Vector Person, or Former Employee and make a good faith disclosure of Serious Wrongdoing that you believe on reasonable grounds to be true, and you want it investigated by VNZ, then it will be investigated in accordance with this Policy, and you will receive the protections described below.

If you provide information to VNZ (or an “Appropriate Authority”, as discussed below) in support of, or relating to, a disclosure of Serious Wrongdoing made by another Vector Person or Former Employee, you will also receive the protections below.

‘Serious Wrongdoing’ is Wrongdoing that amounts to:

- Conduct that seriously risks public health, public safety, the environment, or the health or safety of any individual;
- Conduct that seriously risks the maintenance of the law, including the right to a fair trial, and the prevention, investigation and detection of offences.
- An offence.
- An unlawful, corrupt or irregular use of public funds or public resources.

Not all Wrongdoing is Serious Wrongdoing, and issues like general dissatisfaction with management and leadership of Vector or the way it is run, or minor infringements will unlikely be covered by the definition of Serious Wrongdoing.

4. Eligible whistleblower

To be eligible to disclose Serious Wrongdoing to Vector and receive the protections below, you must be a Vector Person (as defined in the Policy), or a Former Employee.

A “Former Employee” means any individual who was previously employed by, or seconded or contracted to a Vector Group Company, or who was involved in the management of that company (including a director), or who worked for it as a volunteer.

5. Disclosure process

The procedure for making your disclosure of Serious Wrongdoing, including the person to whom to make that disclosure, is outlined in section 4 of the Policy.

You may also make your disclosure to an Appropriate Authority, which includes:

- the head of any public sector organisation;
- any officer of Parliament;
- the Ombudsman;
- the examples of Appropriate Authorities set out in Schedule 2 of the Protected Disclosures (Protection of Whistleblowers) Act 2022; and
- the membership body of a particular profession, trade, or calling with the power to discipline its members.

In some circumstances, VNZ may consider it appropriate to refer your disclosure to an Appropriate Authority. Before doing so, it will consult with you.

If you believe on reasonable grounds that VNZ has not dealt with the disclosure properly, then you may make a protected disclosure to a Government Minister.

If you require further information, support or guidance about a disclosure of Serious Wrongdoing, you may contact the Ombudsman.

The Ombudsman's contact details are info@ombudsman.parliament.nz and you can obtain more information if you visit the Office of the Ombudsman website (www.ombudsman.parliament.nz).

6. Protections available

When you make (or intend to make) a disclosure of Serious Wrongdoing, or provide (or intend to provide) information in support of, or relating to, a disclosure of Serious Wrongdoing made by another Vector Person or Former Employee, you will be entitled to the protections set out in sections 6 and 9 of this Policy, provided that you substantially comply with the procedures set out in this Policy or the Protected Disclosure (Protection of Whistleblowers) Act 2022.

You may also make the disclosure to another person (other than as provided for by this Policy or the Act) and still be entitled to the protections set out in sections 6 and 9 of this Policy, as long as you do so on a confidential basis and only for the purposes of seeking advice about whether or how to make a protected disclosure.

You will also not be liable to any civil, criminal or disciplinary proceedings for making a disclosure of Serious Wrongdoing, provided you believe on reasonable grounds that the information is likely to be true.

Note, however, that if you know the allegations are false, you act in bad faith, these protections will not be available to you.