

# SPEAK-UP POLICY

Our Speak-Up Policy encourages anyone to report any concerns about wrongdoing and improper conduct (referred to as Misconduct) and to ensure confidentiality and protection is provided to those who speak-up.

All employees have a responsibility to help detect, prevent and report immediately instances of Misconduct.

## What should you speak-up about?

Individuals are encouraged to speak-up about any suspected or actual Misconduct

In order for the disclosure to be covered by this Policy and the applicable Speak-Up Standard, an Eligible Whistleblower must have reasonable grounds to suspect the information concerns misconduct or an improper state of affairs or circumstances and the information relates to any entity within the Perenti Group or third party acting for or on behalf of the Perenti Group which indicates conduct that:

- Is dishonest, fraudulent, corrupt or unlawful; or
- Constitutes an offence against any other law that is punishable by imprisonment for a period of 12 months or more; or
- Represents a danger to the public or the financial system; or
- Is prescribed by regulations under any other law,

collectively, **Misconduct**.

Employees who have any concerns about any suspected or actual Misconduct are encouraged to raise these concerns with their manager in the first instance. Employees can do so on a confidential basis. Their identity will not be disclosed without their consent.

Under no circumstances will any employee be victimised, harmed, or otherwise face reprisals or retaliation from having made a report of any Misconduct.

## Who should you speak-up to?

You can report to our independent speak-up service provider, **FairCall** who specialise in handling sensitive reports and disclosures. You can choose whether or not to make a disclosure anonymously. All disclosures to our speak-up service will be treated confidentially. Speak-Up service contact:

Country	Telephone Number	Online Reporting Facility	Email Address	Postal Address																												
Australia	1800 500 965	<a href="http://kpmgfaircall.kpmg.com.au/Perenti">http://kpmgfaircall.kpmg.com.au/Perenti</a>	-	The FairCall Manager KPMG Forensic PO Box H67 Australia Square Sydney NSW 1213																												
Outside Australia	<table border="0"> <thead> <tr> <th>South African destination number</th> <th>Jurisdiction</th> </tr> </thead> <tbody> <tr><td>+27 12 543 5421</td><td>Ghana</td></tr> <tr><td>+27 12 543 5424</td><td>Mali</td></tr> <tr><td>+27 12 543 5441</td><td>Burkina Faso</td></tr> <tr><td>+27 12 543 5442</td><td>Guinea</td></tr> <tr><td>+27 12 543 5861</td><td>Senegal</td></tr> <tr><td>+27 12 543 5876</td><td>Cote D'Ivoire</td></tr> <tr><td>+27 12 543 5877</td><td>UK</td></tr> <tr><td>+27 12 543 5878</td><td>South Africa</td></tr> <tr><td>+27 12 543 5883</td><td>Botswana</td></tr> <tr><td>+27 12 567 8441</td><td>Canada</td></tr> <tr><td>+27 12 543 5887</td><td>Zambia</td></tr> <tr><td>+27 12 543 5888</td><td>Tanzania</td></tr> <tr><td>+27 12 543 5313</td><td>Egypt</td></tr> </tbody> </table>	South African destination number	Jurisdiction	+27 12 543 5421	Ghana	+27 12 543 5424	Mali	+27 12 543 5441	Burkina Faso	+27 12 543 5442	Guinea	+27 12 543 5861	Senegal	+27 12 543 5876	Cote D'Ivoire	+27 12 543 5877	UK	+27 12 543 5878	South Africa	+27 12 543 5883	Botswana	+27 12 567 8441	Canada	+27 12 543 5887	Zambia	+27 12 543 5888	Tanzania	+27 12 543 5313	Egypt	<a href="http://www.thornhill.co.za/kpmgfaircallreport">www.thornhill.co.za/kpmgfaircallreport</a>	hotline@kpmg.co.za	PO Box 14671 Sinoville Pretoria South Africa
South African destination number	Jurisdiction																															
+27 12 543 5421	Ghana																															
+27 12 543 5424	Mali																															
+27 12 543 5441	Burkina Faso																															
+27 12 543 5442	Guinea																															
+27 12 543 5861	Senegal																															
+27 12 543 5876	Cote D'Ivoire																															
+27 12 543 5877	UK																															
+27 12 543 5878	South Africa																															
+27 12 543 5883	Botswana																															
+27 12 567 8441	Canada																															
+27 12 543 5887	Zambia																															
+27 12 543 5888	Tanzania																															
+27 12 543 5313	Egypt																															

Alternatively, you can also raise a concern anonymously and confidentially to our Speak-Up Protection Officer; [speakup@perentigroup.com](mailto:speakup@perentigroup.com), or to any member of Senior Management, Legal Team, Group Executive or a Director of Perenti or Perenti's Auditors, PricewaterhouseCoopers.

The **Speak-Up Standard** applicable to your country provides further information including details on how we protect those that speak-up, and how we respond to a report and investigate once any actual or suspected Misconduct is notified to us.

A handwritten signature in black ink, appearing to be 'Mark Norwell', written in a cursive style.

Mark Norwell  
Group Managing Director

**Perenti**

Approved by the Perenti Board on 19 December 2019.