

WHISTLEBLOWER POLICY

Policy Category: Governance & Risk Management
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Responsible Person: Board Chair

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Introduction

This policy outlines the commitment of One Foundation International (OFI) to a safe and ethical environment. It provides a clear framework for reporting wrongdoing, ensuring that individuals who report are protected from detriment. This policy is developed in accordance with the Corporations Act 2001 and other relevant Australian legislation.

Purpose

The purpose of this policy is to create a safe and ethical environment by providing a formal process for people to report serious wrongdoing without fear of reprisal. It also ensures that the organisation and those who report are protected from harm. In essence, it serves as both a guide and a guarantee.

Scope

This policy applies to current and former employees, volunteers, suppliers, and anyone else who has provided goods or services to our organisation.

Reportable Conduct:

A report can be made about any wrongdoing that is a serious concern. This includes, but is not limited to:

- Dishonest, corrupt, or fraudulent conduct
- Illegal activities (e.g., theft, drug use)
- Misuse of charity funds or assets
- Serious risk to public health or safety
- Unethical behaviour that causes financial or non-financial harm to the organisation or others
- Breaches of Australian law

How to Report:

To ensure confidentiality and proper handling, reports should be made to one of the following Whistleblower Protection Officers:

- **Phil Pynor – Executive Officer**
- **Michael Chant - Board Chair**

Reports can be made verbally, in writing, or via email. While we encourage you to provide your name so we can follow up, you may also report anonymously.

Whistleblower Protection

- **Confidentiality:** The identity of a whistleblower will be kept confidential and will only be shared as required by law or with their consent.
- **Protection from Detriment:** We will not tolerate any form of reprisal or harassment against a person who makes a report in good faith. This includes dismissal, demotion, alteration of duties, or any other form of harm.
- **Immunity:** A whistleblower is not subject to civil, criminal, or administrative liability for making a protected disclosure.

Investigation

All reports will be taken seriously and investigated promptly and fairly. The investigation will be conducted by a qualified and impartial person. The whistleblower will be kept informed of the progress of the investigation, subject to the need to protect confidentiality.

Review

This policy will be reviewed by the board every two years to ensure it remains relevant and effective.

Related Documents

- Code of Conduct
- Grievance and Dispute Resolution Policy
- Fraud Risk Management Policy
- Privacy Policy

AUTHORISATION



Michael Chant
Interim Board Chair

Date: 28 October 2025

