

# Policy

## Whistleblower

### Our commitment

Fortescue Ltd (Fortescue) is committed to creating and maintaining an open working environment where team members feel comfortable to raise concerns that support our Values and an ethical culture. We encourage our employees and business partners to raise concerns regarding actual or suspected misconduct and will not tolerate any form of retaliation against individuals that speak up in good faith.

### Our strategy

Fortescue will achieve this by:

- Implementing a secure, confidential and independent Whistleblower service and speak up channels for employees, business partners and third parties to raise concerns
- Providing regular training to employees identified as recipients of concerns on how to manage such information in accordance with Company Policy
- Promptly reviewing concerns, allegations or evidence of misconduct or unethical behaviour thoroughly and objectively
- Ensuring appropriate measures are in place to protect confidentiality (and anonymity if requested and permissible under local law)
- Ensuring that investigator(s) assigned to examine concerns are independent and suitably qualified (engaging external specialists where required)
- Prohibiting retaliation against individuals who raise a concern or participate in an investigation in good faith
- Taking appropriate action when misconduct is confirmed (including disciplinary proceedings and root cause analysis to identify any remedial actions)
- Taking appropriate action where it is found that an employee or business partner has knowingly made a false report
- Advising the Whistleblower of the outcome of the investigation in a timely manner (subject to commercial, legal and confidentiality constraints)
- Regularly reporting allegations of misconduct received to the Audit, Risk Management and Sustainability Committee.

In the event of a conflict between Fortescue's Whistleblower program and applicable local law (including data privacy laws), local law shall prevail. Failure to comply with applicable Whistleblower legislation may expose Fortescue, its directors, officers and employees to civil or criminal liability including substantial fines and penalties or other financial or reputational damage.



## Responsibility

Fortescue employees and business partners must read, understand and adhere to this Policy and all related standards, guidelines and procedures. Any questions should be directed to [governanceandcompliance@fortescue.com](mailto:governanceandcompliance@fortescue.com).