

1. Purpose

The Company encourages the reporting of any instances of suspected unethical, illegal, fraudulent, or undesirable conduct (improper conduct) involving the Company and provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation or reprisal (disclosing person).

This Policy should be read in conjunction with other the Company policies, including the Code of Conduct.

The purpose of this Policy is to:

- help detect and address improper conduct;
- maintain a working environment in which employees can raise concerns regarding instances of improper conduct (where there are reasonable grounds to suspect such conduct) without fear of intimidation, disadvantage, or reprisal;
- outline the procedures for reporting and investigating reported matters;
- outline the measures in place to protect people who report improper conduct; and
- comply with the Corporations Act requirement to have a Whistleblower Policy.

2. Scope

This Policy applies to all employees and contractors engaged by Dynamic Group Holdings and its associated subsidiaries (the Company).

3. Commitment

The Company is committed to protecting and respecting the rights of any disclosing person who reports improper conduct in accordance with this Policy.

The Company will not tolerate any reprisals against any person suspected of making a report of improper conduct, or against that person's colleagues, employer (if a contractor), relatives or any other person where the reason for the detrimental conduct relates to the suspicion that a disclosing person has made a report of improper conduct.