



APAC Whistleblower Policy

Lineage Logistics is committed to:

Providing a supportive environment where wrongdoing by a Lineage Logistics employee or other party with which Lineage Logistics has a relationship can be raised without fear of retribution.

Our Whistle Blower Guideline is an important element in detecting corrupt, illegal or other undesirable conduct within Lineage Logistics. If your report relates to an Australian entity, please refer to our Australian Whistleblower Policy. If that policy applies to your report, it takes precedence if there is any inconsistency with this Policy Statement.

Who is Covered?

All employees of Lineage Logistics, labour hire, members of the public/community can make a report and are covered this Policy Statement.

Reportable Conduct

Is defined as conduct by a person or persons connected with Lineage Logistics which, in the view of a whistle-blower, on reasonable grounds, is in breach of Lineage Logistics' Code of Conduct.

Examples are but not limited to: fraud, theft, misappropriation of funds and/or classified documents, abuse, conflict of interest, legal or regulatory non-compliance, corruption and bribery, discrimination and harassment.

Immunity as A Whistle-Blower

It is the responsibility of Lineage Logistics, to ensure you will not be discriminated against or disadvantaged in your employment with Lineage Logistics for making a report in accordance with this policy, nor will you receive reprisals due to your actions in making a report.

Education and Training

Lineage Logistics will provide Education and training to all staff at Induction and at regular intervals, to include: Lineage Logistics Code of Conduct, Workplace Behaviour and EEO Procedure, Whistle Blower Policy, Social Media Policy.

Internal/External Reporting

If you become aware of any matter or behaviour you think breaches Lineage Logistics' Code of Conduct, policies or the law then you should: Take the matter up with your immediate Leader, Head of Department, VP - HR, Asia Pacific, the General Counsel or another Senior Leader.

If you do not feel comfortable reporting the matter to any internal person, our ethics hotline is available 24 hours a day, 7 days a week to anonymously receive your reports.

- Australia: 1-800-768-120
- Sri Lanka: 94-072-0987140
- Vietnam: 120-32121
- New Zealand: 0800-823-509
- Singapore: 800-492-2583
- Online: lighthouse-services.com/lineagelogistics
- Email: protecteddisclosures@lineagelogistics.com

A handwritten signature in black ink, appearing to read "Jeff Hogarth".

Jeff Hogarth
President - Asia Pacific
29 June 2022