

# SPEAK UP POLICY

## 1 PURPOSE

OceanaGold Corporation and its subsidiaries (**OceanaGold**) is committed to upholding the highest standard of integrity, fairness and ethical conduct and creating a supportive environment where our people feel safe to speak up.

The purpose of this Speak Up Policy (**Policy**) is to:

- a) encourage and promote a culture of openness and acceptance in reporting concerns of misconduct and serious breaches of our Code of Conduct within OceanaGold;
- b) encourage individuals to report concerns without fear of victimisation; and
- c) set out our framework for managing reports in a lawful, fair, consistent and timely manner.

Speaking up to report a concern helps OceanaGold both prevent things from going wrong or respond when something wrong has happened. Speaking up can help us to identify and address issues, improve how we work and potentially prevent harm.

Our commitment to you is that all disclosures made under this Policy will be treated sensitively and seriously and dealt with fairly and objectively.

## 2 WHO THE POLICY APPLIES TO?

This Policy applies across our operations and activities globally and applies to disclosures by any individual who is or has been:

- a) an officer or employee (e.g. current and former employees who are permanent, part-time, fixed-term or temporary, interns, secondees, managers, and directors) of OceanaGold;
- b) a supplier of services or goods to OceanaGold (whether paid or unpaid), including their employees (e.g. current and former contractors, consultants, service providers and business partners);
- c) associate of OceanaGold; or
- d) a relative, dependant or spouse of an individual listed in (a) – (c) above (e.g. relatives, dependants or spouse of current and former employees, contractors, consultants, service providers, suppliers and business partners).

(collectively referred to as “**you**” or “**Eligible Whistleblower**”)

## 3 WHAT MATTERS SHOULD YOU SPEAK UP ABOUT?

### 3.1 WHAT IS COVERED BY THIS POLICY

You are encouraged to speak up about Potential Misconduct, which is:

- a) a serious breach of our Code of Conduct.
- b) any suspected or actual misconduct or improper state of affairs or circumstances in relation to OceanaGold;
- c) anything you believe to be illegal, unethical or not in accordance with our Values;

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Examples of Potential Misconduct include:

- a) fraud and theft;
- b) bribery or corruption;
- c) unethical behaviour or serious breach of OceanaGold's policies and procedures (including the Code of Conduct);
- d) dishonest or unethical behaviour;
- e) conflicts of interest;
- f) insider trading;
- g) unlawful or criminal activities;
- h) misconduct endangering health and safety or causing damage to the environment;
- i) misconduct that may cause financial loss to us or damage our reputation;
- j) harassment (including sexual harassment), discrimination, victimisation or bullying;
- k) a conduct that constitutes a serious offence against applicable law;
- l) a conduct that represents a danger to the public or the financial system; and
- m) human rights abuses.

If someone instructs you to cover up Potential Misconduct, this is itself misconduct. If you are told not to raise or report concerns regarding Potential Misconduct, even by a person in authority such as a line manager, you should speak up. Section 4 of this Policy explains how you can speak up and Section 5 explains how OceanaGold will protect you.

## 3.2 PERSONAL WORK-RELATED GRIEVANCES NOT COVERED BY THIS POLICY

Allegations or complaints of personal work-related grievances generally will not qualify for protection under this Policy or applicable laws, unless the grievance is a result of making a disclosure under this Policy or is a combination of personal work-related grievances and other Potential Misconduct.

If you have a personal work-related grievance, you should raise it either with your local People & Culture team, your General Manager or the relevant Executive Leadership Team Member. Personal work-related grievances are issues which relate to your current or former employment, which have implications for you personally but do not have significant implications for OceanaGold and do not relate to Potential Misconduct. Examples include an interpersonal conflict between you and another employee or decisions relating to transfer, promotion, remuneration, performance management / discipline, termination or the terms and conditions of your employment.

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## 4 WHEN SHOULD YOU SPEAK UP?



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## 5 HOW DO YOU SPEAK UP?



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## 5.1 SPEAK UP HOTLINE

If you do not feel comfortable raising Potential Misconduct directly with one of the people listed in the diagram in Section 4, you should consider using the Speak Up Hotline.

The Speak Up Hotline is an independent, confidential and free external service for you to report any Potential Misconduct. It offers a 24 hour, 365 days a year service, with trained operators, who are external to OceanaGold.

You can choose to report anonymously. If you do so, you will not be identified in any report to OceanaGold by the Speak Up Hotline. If you have made your disclosure anonymously and we have no means of maintaining contact with you, it may be difficult to proceed with our investigation. We therefore encourage you to provide a way to contact you when you report anonymously.

The Speak Up Hotline contact details are:

- Australia: 1800 790 279
- New Zealand: 0800 449 959
- Canada: 1877 5743 411
- Philippines: 1800 111 014 86
- Philippines (Direct dial): +61 3 8373 5385
- USA: 1 800 760 5482
- Fax: + 61 3 9691 8182
- Email: [oceanagold@deloitte.com.au](mailto:oceanagold@deloitte.com.au)
- Or visit [speakup.oceanagold.com](http://speakup.oceanagold.com) to report

You should provide as much information as possible, including details of the Potential Misconduct, people involved, dates, locations and any evidence you may have.

## 5.2 WHISTLEBLOWER PROTECTION OFFICER

If you prefer, you can also report any Potential Misconduct to a Whistleblower Protection Officer in person or at [wpo@oceanagold.com](mailto:wpo@oceanagold.com).

The full list of Whistleblower Protection Officers can be found at the OceanaGold Legal Resources intranet webpage.

You can also contact Whistleblower Protection Officers confidentially to seek further information about this Policy.

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## 5.3 FALSE OR MISLEADING DISCLOSURES

When you speak up, you are expected to have reasonable grounds to suspect the Potential Misconduct and the information you are disclosing is true, but you will not be penalised if the information turns out to be incorrect.

However, you must not make a report if you have no reasonable grounds to suspect something is wrong or you know the information is misleading or untrue. If it is found that you have knowingly made a false report or otherwise made a disclosure in bad faith, you:

- a) will not be afforded any protection under this Policy;
- b) may be subject to disciplinary action, including up to termination of your engagement or employment;
- c) may not be entitled to the protections available for Eligible Whistleblowers under applicable law; and
- d) may be guilty of an offence.

The making of a whistleblower disclosure will not prevent OceanaGold from commencing or continuing with any investigation into allegations of misconduct against you or any management of your performance that do not relate to you making a whistleblower disclosure.

## 5.4 OCEANAGOLD – AUSTRALIA

If you are speaking up regarding OceanaGold's Australian business activities or conduct occurring in Australia, additional legal protection may be provided if you make a disclosure to certain people (please refer to Schedule 1 - Australian Specific Provisions).

## 5.5 OCEANAGOLD – NEW ZEALAND

If you are speaking up regarding OceanaGold's New Zealand business activities or conduct occurring in New Zealand, additional legal protection may be provided if you make a disclosure in accordance with applicable law (please refer to Schedule 2 – New Zealand Specific Provisions).

## 6 HOW WE PROTECT YOU?

We recognise speaking up isn't always easy. We are committed to protect and respect the rights of those who speak up about Potential Misconduct under this Policy. We protect them in the following ways:

### 6.1 CONFIDENTIALITY AND ANONYMITY

When you speak up, OceanaGold will keep the information you provide confidential. The steps we take to do this include limiting access to your disclosure (including your identity) to only those directly involved in managing and investigating the disclosure.

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If you want to report anonymously, we will take all reasonable steps to protect your identity and reduce the risk that you will be identified as a result of us responding to your concern.

- If you report Potential Misconduct using the Speak Up Hotline service or to a person identified in Section 4 of this Policy, subject to the following bullet point, we will not share your identity unless you consent or we are permitted to do so by law; and
- Where there are reasonable grounds to believe that disclosure of identifying information is essential to be able to investigate the allegation, prevent serious risk to health, safety or the environment, for the requirements of natural justice, or for law enforcement purposes, we will consult with you (only if practicable in the case of risks to health and safety and law enforcement) and take all reasonable steps to reduce the risk that you will be identified as a result, including by redacting your personal information and referring to you in a gender neutral way, where possible.

## 6.2 PROTECTING YOU FROM DETRIMENTAL TREATMENT

If you speak up under this Policy, we will not tolerate any detrimental treatment against you or your colleagues, your employer (if you are a contractor) or your relatives.

Examples of detrimental treatment includes dismissal, demotion, harassment or intimidation, discrimination between employees, disciplinary action, harm or injury to a person including psychological harm, damage to a person's property or reputation, business or financial position or any other unfavourable treatment and threats of any of the aforementioned (**Detrimental Treatment**).

OceanaGold strictly prohibits any form of Detrimental Treatment including victimisation, retaliatory or discriminatory actions towards you as a result of you making a protected disclosure under this Policy. Any person involved in the Detrimental Treatment in breach of this Policy will be subject to disciplinary actions (including but not limited to termination of their employment or engagement). In some circumstances, this may also be a criminal offence punishable by imprisonment. OceanaGold may refer any person that has engaged in Detrimental Treatment to law enforcement authorities for further investigation.

If you are concerned that you may be, are being, or have been subject to any Detrimental Treatment as a result of speaking up under this Policy, please report this immediately to an OceanaGold Whistleblower Protection Officer or a member of the Business Integrity Team.

Additionally, there are also further protections available under:

- Australian Law, where you have raised a concern about Potential Misconduct about OceanaGold's Australian business activities or about conduct occurring in Australia (please refer to Schedule 1 – Australian Specific Provisions); and
- New Zealand law, if you are speaking up regarding OceanaGold's New Zealand business activities or conduct occurring in New Zealand, provided you make a disclosure in accordance with applicable law (please refer to Schedule 2 – New Zealand Specific Provisions).

## 7 INVESTIGATION

Our commitment to you is that all disclosures made under this Policy will be received and treated sensitively and seriously and will be dealt with fairly and objectively.

Any report relating to Potential Misconduct may only be investigated and acted upon after it is referred to a Whistleblower Protection Officer or via the Speak Up Hotline service. Any other person (such as a supervisor or manager) who receives a disclosure under this Policy must refer it to a Whistleblower Protection Officer as soon as possible and take no further action.

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## 7.1 INVESTIGATING A PROTECTED DISCLOSURE

The Whistleblower Protection Officer, will determine whether there is sufficient information to allow the allegation(s) to be investigated and, if so, then determine the appropriate investigation process, including:

- a) The nature and scope of the investigation;
- b) Who will lead the investigation (that person may be external to OceanaGold);
- c) The nature of any technical, financial or legal advice that may be required;
- d) A timeframe for the investigation (having regard to a risk assessment of the alleged Potential Misconduct).

Where appropriate, the Whistleblower Protection Officer will consult with EVP, General Counsel & Company Secretary and /or Chief People & Technology Officer.

The purpose of the investigation is to determine whether or not the Potential Misconduct raised is substantiated, with a view to then rectifying any wrongdoings uncovered to the extent that this is practicable in the circumstances.

If you have reported Potential Misconduct, we may ask you to cooperate by providing further details in order for us to conduct the investigation, including whether you have made the disclosure elsewhere (and any outcome). If you have made your disclosure anonymously and we have no means of maintaining contact with you, it may be difficult to proceed with our investigation.

## 7.2 INVESTIGATION FINDINGS

The person leading the investigation will report its findings to the Whistleblower Protection Officer, EVP, General Counsel & Company Secretary and where appropriate Chief People & Technology Officer and advise the recommended course of action (if any) that OceanaGold should take in response to the disclosure. Such a course of action may include a disciplinary process or another form of escalation within or outside of OceanaGold.

If you have reported Potential Misconduct and provided us with a way to get in touch with you, we may contact you with status updates during the investigation and advise you of the conclusion of the investigation if appropriate to do so.

## 7.3 DOCUMENTATION, REPORTS AND RECORDS

The EVP, General Counsel & Company Secretary maintains a Whistleblower Register, which records details of various protected disclosures received, investigation progress, outcome of the investigation and any actions taken at the conclusion of each investigation.

The Whistleblower Register is confidential and will be reported to the Audit and Financial Risk Management Committee at least quarterly on a "no name" basis.

## 7.4 FAIR TREATMENT

We are committed to treating all persons involved in a reported matter fairly, including those named by someone speaking up about Potential Misconduct. All investigations undertaken in connection with this Policy will be conducted in accordance with principles of procedural fairness and/or statutory obligations within the jurisdiction where the Potential Misconduct took place as well as our Privacy Policy.



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## 8 REVIEW OF THIS POLICY

The Policy will be reviewed at least every two years and updated as necessary by the EVP, General Counsel & Company Secretary, with approval from the Audit & Financial Risk Committee.

## 9 ACCESSIBILITY & TRAINING

This Policy is available on the OceanaGold website and intranet and is intended to be accessed by all.

Training will also be provided to individuals who receive whistleblowing disclosures or otherwise have a role under this Policy, including in relation to how to respond to disclosures.

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## Schedule 1 - Australian-specific provisions

The Australian law provides additional legislative protections and remedies for those that speak up about OceanaGold's Australian business activities or about conduct occurring in Australia.

### 1. When do the Australian legislative protections apply?

In order for the Australian legislative protections to apply, your disclosures must meet each of the following criteria:

- a) You must be an Eligible Whistleblower (as defined in section 2 of this Policy);
- b) Your disclosure must relate to a Disclosable Matter (ie, you must have reasonable grounds to suspect that the information you disclose concerns Misconduct or an Improper State of Affairs or Circumstances in relation to OceanaGold; and
- c) You must make the disclosure to an Eligible Recipient or to ASIC, APRA or another Commonwealth body prescribed by the Australian regulations.

Please contact OceanaGold's General Counsel and Company Secretary if you would like more information about the protections or remedies available under Australian law. If you wish to seek legal advice, please do so from an independent lawyer, not an OceanaGold lawyer.

### 2. Eligible Recipient under Australian Law

The Eligible Recipient to receive a protected disclosure includes:

- a) Any Whistleblower Protection Officer – full list is available on [Legal Resources intranet webpage](#);
- b) The [Speak Up Hotline service](#);
- c) An officer (including Directors and Company Secretary) or senior manager of OceanaGold or related body corporate;
- d) The internal or external auditor (including a member of an audit team conducting an audit) or actuary of OceanaGold or related body corporate; and
- e) a person authorised by OceanaGold to receive protected disclosures (ie Whistleblower Protection Officers).

Other protected disclosures under Australian law include, disclosures to a legal practitioner for the purposes of obtaining legal advice or legal representation about the operation of the Whistleblower protection provisions in Australian law, Public Interest Disclosure or Emergency Disclosure as set out in Section 3 of this Schedule and disclosures under the tax whistleblower regime in relation to tax matters.

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## 3. Additional external avenues for disclosure in Australia

You may also report to a journalist or parliamentarian if you believe the disclosure constitutes a “Public Interest Disclosure” or “Emergency Disclosure”. Please contact OceanaGold’s General Counsel and Company Secretary if you would like more information about Emergency Disclosure and Public Interest Disclosure.

### Public Interest Disclosure

An Eligible Whistleblower may make a Public Interest Disclosure if:

- a) at least 90 days has passed since an Eligible Whistleblower made a report of Misconduct or an Improper State of Affairs or Circumstances to ASIC, APRA or another Commonwealth body prescribed by regulation; and
- b) the Eligible Whistleblower does not believe, on reasonable grounds, that action is being taken, or has been taken, to address the Misconduct or an Improper State of Affairs or Circumstances; and
- c) the Eligible Whistleblower has reasonable grounds to believe that making a further disclosure of the information in accordance with this clause would be in the public interest; and
- d) after the end of the 90 days period, the Eligible Whistleblower gave to the body they had given their previous disclosure a written notification which included sufficient information to identify the previous report of Misconduct or an Improper State of Affairs or Circumstances, and stated that the Eligible Whistleblower intended to make a Public Interest Disclosure; and
- e) the extent of the information disclosed is no greater than necessary to inform of the Misconduct or an Improper State of Affairs or Circumstances.

### Emergency Disclosure

An Eligible Whistleblower may make an Emergency Disclosure if:

- a) the Eligible Whistleblower made a report of Misconduct or an Improper State of Affairs or Circumstances to ASIC, APRA or another Commonwealth body prescribed by regulation;
- b) the Eligible Whistleblower has reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment;
- c) after the Eligible Whistleblower's report referred above, the Eligible Whistleblower then gave written notification to the body who received the previous report which written notification includes sufficient information to identify the previous report of Misconduct or an Improper State of Affairs or Circumstances and states that the Eligible Whistleblower intends to make an Emergency Disclosure; and
- d) the extent of the information disclosed is no greater than necessary to inform of the substantial and imminent danger associated with the Misconduct or an Improper State of Affairs or Circumstances.

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## 4. Additional protections and Restrictions in Australia

If you meet all of the criteria in section 1, Australian law provides protections to you, including that you will not be subject to any:

- civil (eg, any legal action for breach of an employment contract, duty of confidentiality or another contractual obligation);
- criminal (eg, attempted prosecution for unlawfully releasing information);
- other use of the disclosure (other than making a false disclosure); or
- administrative liability (eg, disciplinary action for making the disclosure).

However, the protections do not grant immunity for any misconduct you have engaged in that is revealed in your disclosure. Also, if your disclosure does not contain enough sufficient supporting information or documents then it may not qualify for protection.

If your matter relates to a personal work-related grievance (see section 3.1 of this Policy), it is not generally protected under Australian law, unless the grievance arises as a result of making a disclosure under this Policy or is a combination of personal work-related grievances and other misconduct.

## 5. Compensation and remedies

You can seek compensation and other remedies through the courts if you suffer loss, damage or injury because of a disclosure and any Detrimental Treatment (as described in section 5.2 of this Policy) and if OceanaGold failed to take reasonable precautions and exercise due diligence to prevent the Detrimental Treatment. You should seek your own independent legal advice (not an OceanaGold lawyer) if you feel the above applies.

If you believe your confidentiality has been breached by OceanaGold in relation to your disclosure, please contact Whistleblower Protection Officer at [wpo@oceanagold.com](mailto:wpo@oceanagold.com) or the [Speak Up Hotline service](#).

## 6. Australian definitions

**APRA** means the Australian Prudential Regulation Authority.

**ASIC** means the Australian Securities and Investments Commission.

**Commonwealth** means Commonwealth of Australia.

**Disclosable Matter** means matters involving information that the discloser has reasonable grounds to suspect concerns Misconduct or an Improper State of Affairs or Circumstances in relation to OceanaGold.

**Eligible Recipient** is defined in section 3 of this Schedule.

**Emergency Disclosure** means an emergency report of Misconduct or an Improper State of Affairs or Circumstances to a member of the parliament of the Commonwealth or a State or the legislature of a Territory, or a Journalist in accordance with this Policy.

**Journalist** means a person who is working in a professional capacity as a journalist for a newspaper, magazine, radio or television broadcasting service or certain other electronic services similar to newspaper, magazine or radio that operate on a commercial basis or by a body providing a national broadcasting service.

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**Misconduct or an Improper State of Affairs or Circumstances** includes conduct which:

- a) constitutes an offence against, or in contravention of, a provision of the *Corporations Act 2001* (Cth), the *Australian Securities and Investment Act 2001* (Cth) or an instrument made under one of those Acts;
- b) constitutes an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more (for example tax laws and foreign bribery laws); or
- c) is prescribed by Australian law.

**Public Interest Disclosure** means the disclosure of a report of Misconduct or an Improper State of Affairs or Circumstances to a member of the Parliament of the Commonwealth, a State or a legislature of Territory, or a Journalist in accordance with this Policy.

**State** means a state of Australia.

**Territory** means a territory of Australia.

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## Schedule 2 – New Zealand-specific provisions

The New Zealand law provides additional legislative protections and remedies for those that speak up about OceanaGold's New Zealand business activities or about conduct occurring in New Zealand.

### 1. When do the New Zealand legislative protections apply?

In order for the New Zealand legislative protections set out in the Protected Disclosures (Protection of Whistleblowers) Act 2022 (**PDA**) to apply (**Protected Disclosure**), your disclosures must meet each of the following criteria:

- a) you must be a Discloser (refer to Section 6 of this Schedule), such as an employee of, contractor or secondee to, or volunteer at, OceanaGold;
- b) your disclosure must be made on the basis that you have reasonable grounds to believe that there is, or has been, Serious Wrongdoing (refer to Section 2 of this Schedule) in or by OceanaGold); and
- c) you must make the disclosure:
  - i. in accordance with this Policy (including to the recipients set out in Section 4 of this Policy);
  - ii. to the head or deputy head of OceanaGold; or
  - iii. to an Appropriate Authority (refer to Section 3 of this Schedule).

The protections in the PDA do not authorise a person to disclose information protected by legal professional privilege, and any such disclosure will not be a Protected Disclosure.

Please contact OceanaGold's General Counsel and Company Secretary if you would like more information about the protections or remedies available under New Zealand law. If you wish to seek legal advice, please do so from an independent lawyer, not an OceanaGold lawyer.

### 2. Serious Wrongdoing under New Zealand law

Serious Wrongdoing, for which your disclosure must relate to in order for the New Zealand legislative protections set out in the PDA to apply, is defined in the PDA as including any act, omission, or course of conduct in (or by) OceanaGold that is one or more of the following:

- a) an offence;
- b) a serious risk to:
  - i. public health; or
  - ii. public safety; or
  - iii. the health or safety of any individual; or
  - iv. the environment;
- c) a serious risk to the maintenance of law, including:
  - i. the prevention, investigation, and detection of offences; or
  - ii. the right to a fair trial;
- d) an unlawful, a corrupt, or an irregular use of public funds or public resources.

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## 3. Appropriate Authority under New Zealand law

If you wish to make your disclosure to an Appropriate Authority, such Appropriate Authorities are defined in the PDA to include:

- a) the head of any public sector organisation;
- b) any officer of Parliament;
- c) (as examples) the persons or bodies listed in Schedule 2 of the PDA (refer to Section 6 of this Schedule); and
- d) the membership body of a particular profession, trade, or calling with the power to discipline its members.

## 4. Additional Protections in New Zealand

If you meet all of the criteria in Section 1 of this Schedule and have made a Protected Disclosure, the PDA provides protections to you, including that you will not be subject to any:

- a) civil, criminal, or disciplinary proceedings;
- b) retaliation by OceanaGold (including any threats to retaliate) because you intend to make, or have made, a Protected Disclosure;
- c) less favourable treatment by any person because you (or a relative or associate of you):
  - i. intends to make, or has made, a Protected Disclosure;
  - ii. has encouraged another person to make a Protected Disclosure; or
  - iii. has given information in support of, or relating to, a protected disclosure; or
- d) less favourable treatment by any person on the basis that such person believes or suspects that you (or a relative or associate of you) intends to do, or has done, anything described in Section 4(c) of this Schedule.

Additionally, subject to applicable exceptions set out in Section 17 of the PDA (such as those set out in Section 5.1 of this Policy), OceanaGold will use its best endeavours to keep confidential any information that might identify you as the discloser of any Protected Disclosure.

## 5. Compensation and remedies

You can seek compensation and other remedies through the courts if you have made a Protected Disclosure and feel that you have been subject to conduct which breaches the protections set out in Section 4 of this Schedule. You should seek your own independent legal advice (not an OceanaGold lawyer) if you feel the above applies.

If you believe your confidentiality has been breached by OceanaGold in relation to your disclosure, please contact the Whistleblower Protection Officer at [wpo@oceanagold.com](mailto:wpo@oceanagold.com) or the Speak Up Hotline service.

## 6. New Zealand definitions

**Discloser**, in relation to an organisation, means an individual who is (or was formerly):

- a) an employee;
- b) a homemaker within the meaning given in section 5 of the Employment Relations Act 2000;
- c) a secondee to the organisation;
- d) engaged or contracted under a contract for services to do work for the organisation;

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- e) concerned in the management of the organisation (including, for example, a person who is or was a member of the board or governing body of the organisation);
- f) a member of the Armed Forces (in relation to the New Zealand Defence Force);
- g) a volunteer working for the organisation without reward or expectation of reward for that work.

**Appropriate Authorities:** the persons or bodies listed in Schedule 2 of the PDA are as follows:

Anticompetitive conduct	Commerce Commission
Banks (registered banks)	Reserve Bank of New Zealand
Bullying or harassment, including sexual harassment	WorkSafe New Zealand (where work-related) Human Rights Commission
Charities	Department of Internal Affairs Solicitor-General
Child welfare and child protection	Oranga Tamariki—Ministry for Children Ombudsman
Consumer protection	Commerce Commission
Crime	Commissioner of Police Director of the Serious Fraud Office
Discrimination	Human Rights Commission
Education service	Ministry of Education Education Review Office
Energy safety	WorkSafe New Zealand (where work-related)
Environment	Ministry for the Environment Department of Conservation
Financial reporting (private sector—issuers and large companies)	Financial Markets Authority
Financial reporting (public sector)	Controller and Auditor-General
Financial service providers' conduct	Financial Markets Authority
Health	Ministry of Health Health and Disability Commissioner
Health and safety (work-related)	Ministry of Business, Innovation, and Employment WorkSafe New Zealand
Housing	Ministry of Housing and Urban Development Ombudsman
Insurers (licensed insurers)	Reserve Bank of New Zealand
Intelligence and security or classified information	Inspector-General of Intelligence and Security only (see <a href="#">section 27</a> of the PDA)
International relations	Ombudsman only (see <a href="#">section 28</a> of the PDA)



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Local Government	Ombudsman Controller and Auditor-General Department of Internal Affairs
Police	Commissioner of Police Independent Police Conduct Authority
Privacy of individuals or security of personal information	Privacy Commissioner
Professional or trade conduct	Ministry of Business, Innovation, and Employment
Prosecutions	Solicitor-General
Public sector	Ombudsman Controller and Auditor-General
Public service	Public Service Commission
Racism	Human Rights Commission
Sector regulation	Commerce Commission
Social support or benefits	Ombudsman
State services	Public Service Commission The Treasury (for State-owned enterprises, Crown companies, and organisations named or described in <a href="#">Schedule 4</a> of the Public Finance Act 1989)
Transport and transport safety issues	Ministry of Transport
Whistleblowing and protected disclosures	Ombudsman

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## Document History

Amended on 20 April 2017

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