

# Whistleblower and Public Interest Disclosure Policy

Sustainable Timber Tasmania is responsible for land management and wood production in Tasmania's Permanent Timber Production Zone.

## Background

Sustainable Timber Tasmania (STT) is committed to conducting business ethically, impartially, and transparently, and in a manner that manages conflicts of interest. STT recognises and is committed to the aims and objectives of the *Public Interest Disclosures Act 2002* (the **Act**) and the additional whistleblower protections introduced in the *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019* (Corporations Act) (the **Commonwealth Act** and together, the **Legislation**).

This policy applies to all employees of STT, Directors, Management and Officers.

## Objective

Under this policy, STT will:

- recognise the value of transparency and accountability in its administrative and management practices;
- support the making of disclosures that reveal the types of improper or corrupt conduct to which the Legislation is directed, such as professional misconduct, illegal or unlawful conduct, or conduct that constitutes a danger to the environment or public health and safety;
- not tolerate the improper or corrupt conduct by its directors, officers, or employees;
- take all reasonable steps to protect people who make such a disclosure from any detrimental action in reprisal for making the disclosure and make all information available in relation to the process and protection if disclosing information, and to protect their welfare;
- take all reasonable steps to maintain the confidentiality of the person who is the subject of the disclosure during the assessment and investigation process, and to protect their welfare;
- encourage a proactive reporting culture through induction, training, policies and guiding information;
- give full support to a person where an allegation is clearly wrong or unsubstantiated; and
- afford full support and natural justice to all parties involved in the investigation of a disclosure.

For disclosures under the State Act, STT will adopt the "Public Interest Disclosures Act 2002 – Model Procedures to be followed by Public Bodies (25 November 2020)" as published by the Ombudsman Tasmania.

For disclosures related to STT's subsidiary companies that fall under the Commonwealth Act, STT will adopt "Commonwealth Regime Disclosures Procedures" as published by STT.

STT will provide guidance to the complainants as to which procedures apply.

Rob de Fégely, Board Chair



1 April 2025