



# Star Combo Pharma Ltd

ABN 38 615 728 375

## Whistleblower Policy

### 1. Policy Statement

At our company, we prioritize integrity, honesty, and transparency in all aspects of our business operations. We understand the significance of fostering a safe and supportive workplace environment where our employees feel empowered to voice concerns regarding any unethical, illegal, or improper behaviours within our organization. This Whistleblower Policy delineates the steps for employees to confidentially report such issues and underscores the protections provided to them in accordance with the Whistleblower rights and protections outlined in the Corporations Act 2001 policy.

### 2. Purpose

The purpose of this Whistleblower Policy is to:

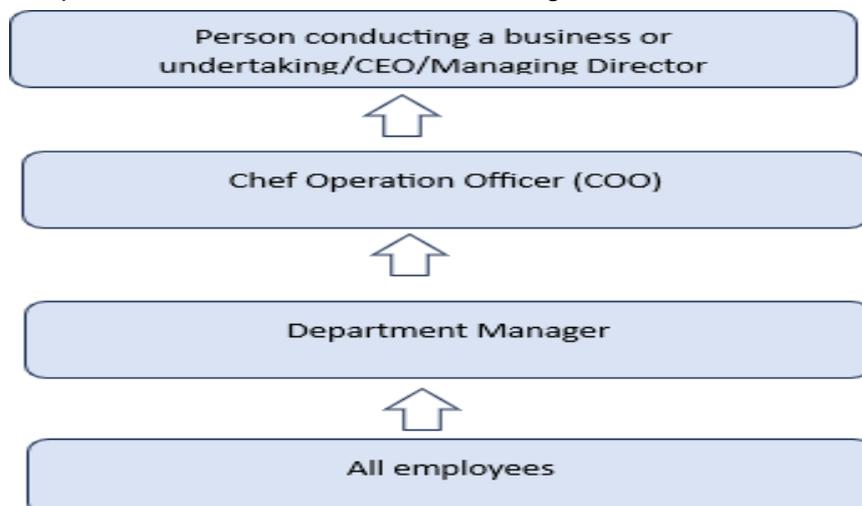
- Encourage employees to report any unethical, illegal, or improper conduct within the organization.
- Provide a mechanism for employees to report concerns confidentially and without fear of retaliation.
- Ensure that all reports of misconduct are thoroughly and impartially investigated.
- Protect whistleblowers from any form of victimization or retaliation.

### 3. Scope

This policy applies to all employees, contractors, consultants, and stakeholders of the Star Combo Pharma Ltd.

### 4. Reporting Channels/Mechanisms

Employees are encouraged to report concerns in writing and provide as much detail and evidence as possible to facilitate an effective investigation.



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## 5. Confidentiality

Star Combo Pharma Ltd. is committed to maintaining the confidentiality of whistleblowers to the extent possible, consistent with applicable laws and regulations. Information related to whistleblowers and their reports will only be disclosed on a need-to-know basis and will be handled discreetly.

## 6. Non-Retaliation

Star Combo Pharma Ltd. prohibits any form of retaliation against employees who report concerns in good faith. Retaliation against whistleblowers will result in disciplinary action, up to and including termination of employment.

## 7. Investigation Process

All reports of misconduct will be promptly and thoroughly investigated by the appropriate authorities within the organization. Investigations will be conducted in a fair, objective, and impartial manner. Whistleblowers will be kept informed of the progress and outcome of the investigation to the extent possible.

## 8. Protections

Whistleblowers who report concerns in accordance with this policy are protected from civil, criminal, or administrative liability. Additionally, whistleblowers are entitled to seek compensation for any damages suffered as a result of retaliation.

## 9. Review and Compliance

This Whistleblower Policy will be periodically reviewed and updated as necessary to ensure compliance with ASIC policy and any changes in relevant laws and regulations.

By adhering to this Whistleblower Policy, Star Combo Pharma Ltd. demonstrates its commitment to ethical business practices and accountability. All employees are expected to familiarise themselves with this policy and cooperate fully in its implementation.

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Approval:	Board of Directors
Approval Date:	21 May 2024

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