



Australian Ethical[®] Investment

for Investors, Society and the Environment

Company Procedure Control Sheet

Procedure Title:	Australian Ethical Whistleblowing Support Statement	
Section:	Group Wide	
Identifier:	GW-5	
Date Procedure Effective:	26 November 2004	
Approved by:	AEI Board	
Date of approval of this version:	27 August 2008	
Compliance Plan Reference:		
Procedure Documentation (i.e. document(s) that describe the procedure)		
Name of Document	Location of document	
<i>AEIL Whistleblowing Support Policy</i>	<i>Uluru\CorporateData\CompanyInfo\CorporateDocs\Compliance and company procedures\Group wide procedures</i>	
Hardcopies attached (Yes/No):	Yes	
Reference Documentation (i.e. document(s) relied upon or referred to in developing the procedure)		
Name of Document	Location of documents	
Modifications		
Authority to approve modifications:	<i>AEI Board</i>	
Date of Modification	Brief description of modification	Approved by
7 March 2008	Formatting changes	N/A (changes are of an extremely minor nature)
27 August 2008	Inclusion of material relevant to disclosure of identity Deletion of material covered in the Code of Conduct	AEI Board – Board meeting 27 August 2008.

Company Policy / Procedure

Title: **AEIL Whistleblowing Support Statement**
Author: **Company Secretary**
Date: **27 August 2008**
Version: **3.0**

Declaration of Support by the Australian Ethical Board

The Board of Directors of Australian Ethical hereby declares its support for any employee who may disclose or otherwise sound the alert for any individual or organisational malpractice, danger, scandal, or corruption, whether internal or external to the Australian Ethical Group.

Australian Ethical prides itself on its adherence to the Australian Ethical Charter in our relations with employees and all stakeholders. We strive to achieve conduct that is over and above best practice. Employees are encouraged to express concerns, to ask questions about the ethics of any practice, and to report potential violations.

We recognise the importance of a relationship based on trust between Australian Ethical and its employees. A wrong may be righted within our Group by alerting personnel. We encourage you to discuss with your manager or supervisor any matters about which you are concerned or feel uncertain.

The Staff Advocate is available to you for consultation and representation. The Advocate is the company's Protection Officer for disclosures made by whistleblowers. The Protection Officer must not disclose your identity except to ASIC, APRA, the AFP or with your consent¹. It is the responsibility of the Protection Officer to respond to your concern or inquiry. The Protection Officer will discuss with you the extent to which you wish to divulge your identity, the nature and the source of the issue raised. As appropriate, the Staff Advocate's role is to escalate concerns about individual or organisational malpractice, danger, scandal or corruption to the CEO and /or the Board chair. You may discuss matters in confidence with the Protection Officer.

If you have a concern about the Staff Advocate you can raise the issue with the Company Secretary, who will act as the Protection Officer in that circumstance.

If you remain uncertain, you can consider and discuss your personal position with help from our staff counselling service, please phone 1300 36 6789 or 1800 451138 after hours.

¹ Refer Part 9.4AAA Corporations Act 2001.