

Whistleblower Policy

Purpose

Inline Innovations | Inline NutraLabs is committed to maintaining a culture of integrity, accountability, and transparency across all areas of our business. This Whistleblower Policy provides a safe and confidential avenue for employees, suppliers, and stakeholders to report misconduct, unethical behaviour, or breaches of company policy or law. It ensures that concerns are addressed responsibly and without fear of reprisal.

Scope

This policy applies to all Inline Innovations | Inline NutraLabs employees, contractors, suppliers, consultants, and business partners, both in Australia and abroad. It also extends protection to former employees and anyone who has had a business relationship with Inline Innovations | Inline NutraLabs.

Policy Statement

Inline Innovations | Inline NutraLabs promotes an open and transparent working environment where genuine concerns can be raised safely. We encourage the reporting of misconduct that undermines our ethical, environmental, and social responsibilities, including:

- Fraud, corruption, bribery, or theft
- Unsafe work practices or serious WHS breaches
- Modern slavery, human rights violations, or worker exploitation in supply chains
- Environmental damage or breaches of environmental law
- Conflicts of interest or unethical procurement activity
- Breaches of company policy, including the Responsible Procurement Policy and Supplier Code of Conduct
- Concealment or deliberate cover-up of any of the above

Reporting Channels

Whistleblowers are encouraged to report concerns through one of the following secure and confidential channels:

- **Line Manager or Supervisor:** Where appropriate and safe to do so
- **ESG or Compliance Manager:** For matters involving ethical, environmental, or governance breaches
- **Human Resources:** For workplace misconduct or welfare-related matters
- **Confidential Whistleblower Hotline via email:** A dedicated, monitored channel to report concerns anonymously

Reports can be made anonymously, and confidentiality will be maintained at all stages of the investigation.

Protection for Whistleblowers

Inline Innovations | Inline NutraLabs will protect all whistleblowers from victimisation, dismissal, demotion, or discrimination as a result of raising a concern. Retaliation against a whistleblower is strictly prohibited and may result in disciplinary action or termination.



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Under the Corporations Act 2001 (Cth), eligible whistleblowers are legally protected when disclosing information that relates to suspected misconduct or breaches of Australian law. These protections include confidentiality of identity, protection from legal liability, and immunity from civil or criminal prosecution arising from the disclosure.

Investigation Process

All reports will be treated seriously and investigated promptly and objectively. The investigation process will:

1. Acknowledge receipt of the disclosure.
2. Assess the nature and scope of the concern raised.
3. Engage appropriate internal or external investigators, where necessary.
4. Maintain confidentiality and procedural fairness throughout.
5. Communicate outcomes (where appropriate) to the whistleblower and relevant stakeholders.

Where an investigation substantiates the allegation, Inline Innovations | Inline NutraLabs will take immediate corrective action, which may include disciplinary measures, supply chain audits, or referral to law enforcement or regulatory authorities.

False Reporting

Inline Innovations | Inline NutraLabs supports the reporting of genuine concerns made in good faith. However, deliberately false or misleading reports are not tolerated, as they can unfairly damage the reputation, professional standing, or career prospects of those who are the subject of the allegations. Whistleblower protections apply only when disclosures are made honestly and based on reasonable grounds.

Using this policy to retaliate, settle personal grievances, or cause harm to others undermines the integrity of the reporting process. Any individual found to have knowingly made a false or vexatious report may face disciplinary action, up to and including termination of employment or contract. Inline Innovations | Inline NutraLabs expects all workers to exercise responsibility and fairness when raising concerns, ensuring the whistleblowing framework remains a trusted channel for ethical conduct.

Roles and Responsibilities

- **Board of Directors:** Oversight of whistleblower framework and compliance.
- **Senior Management:** Promote a culture of transparency and ensure all reports are investigated fairly. Report any verbal whistleblowing to the ESG Lead to ensure due process.
- **ESG and Compliance Team:** Manage and monitor the whistleblower process, ensuring alignment with ethical procurement and modern slavery requirements.
- **All Employees and Suppliers:** Have a duty to report any suspected misconduct or unethical behaviour.



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Awareness and Training

Inline Innovations | Inline NutraLabs will provide regular training to employees and suppliers to ensure awareness of this policy, reporting channels, and protections available. Contractors and overseas suppliers will receive guidance on how to raise concerns in accordance with local laws and our global ethical standards.

Review and Continuous Improvement

This policy will be reviewed every three (3) years, or earlier if legislative changes or operational circumstances require. Continuous improvement will be driven by lessons learned from investigations and feedback from employees and stakeholders.

