

INTEGRITY REPORTING SERVICES

Orora is committed to promoting ethical and honest behaviour and ensuring that team members feel safe and secure in their work environment.

There are several channels within Orora to report wrongdoing. Team members can report to their direct supervisors, while customers and suppliers can report to their usual Orora contact.

In addition, Orora has put in place the Integrity Reporting Service for situations where the normal channels have failed, or would be inappropriate given the circumstances. The service is operated by an independent third party, and facilitates the anonymous reporting of potential misconduct in the workplace, including:

- Theft
- Harassment
- Fraud
- Unethical/illegal behaviour
- Dishonesty
- Workplace safety hazards
- Discrimination

Orora's Integrity Reporting Services ensure that team members and third parties can raise concerns regarding inappropriate conduct in good faith without being subjected to victimisation, harassment or discriminatory treatment, and that such concerns are properly investigated. Orora recognises that reporting inappropriate behaviour in good faith and in accordance with Orora's Whistleblower Policy is an important aspect of each team member's role within the Orora group.

While disclosures may be made anonymously, the full protections offered by the Orora Whistleblower Policy can only be provided to individuals who provide their name. All reasonable steps will be taken to ensure that the identity of the discloser remains confidential.

Each report to the Integrity Reporting Service is investigated thoroughly and appropriate action taken where necessary. Reported matters are presented to the relevant sub-committee of the Orora Board on a regular basis.

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