



## **INDIANA RESOURCES LIMITED: WHISTLE-BLOWING POLICY**

The Indiana Resources Limited (“**Indiana**” or “**the Company**”) Whistle-Blowing Policy (the “**Policy**”) is designed to encourage staff to disclose any suspected malpractice or misconduct (“**whistle-blowing**”) within the Company or its subsidiaries of which they become aware and to provide protection for those who in good faith report suspected malpractice or misconduct. Indiana believes that problems can be appropriately addressed to prevent further damage and help to discourage people from engaging in criminal or unethical conduct by strengthening the atmosphere of openness, transparency and integrity.

### **APPLICATION**

The principles contained within this Policy apply to everyone at Indiana and its controlled entities regardless of job function or seniority. This includes employees, contractors and consultants (“**staff**”). This Policy may be varied from time to time at Indiana’s absolute discretion.

### **POLICY**

Indiana seeks to maintain a culture where our staff is comfortable in raising genuine concerns regarding suspected criminal or unethical conduct without fear of detriment. Criminal or unethical conduct may include conduct which is dishonest, fraudulent, improper, deceptive, dangerous, illegal, negligent professional activity or behaviour.

Indiana is supportive of staff reporting alleged malpractice and misconduct, and is committed to ensuring that all reports are thoroughly investigated and suitable action taken where necessary. Indiana guarantees that Whistle-blowers acting in accordance with the guidelines contained within this Policy will not in any way jeopardise their employment relationship or engagement with the Company.

Where possible, Indiana will treat all reports of criminal or unethical conduct consistently, with due discretion and confidentiality. Indiana is committed to ensuring that every report made under this Policy is investigated thoroughly, on a timely basis, and with appropriate technical and investigative expertise, and that the investigation is fair to all parties.

### **PROCEDURE**

A staff member who reasonably believes that inappropriate business conduct is occurring should raise the issue with the Managing Director. In instances where the staff member is not comfortable discussing

the concern with any of the previously mentioned individuals, the staff member should contact our designated Reporting Officer.

Indiana has appointed Stuart McKenzie (Company Secretary) as the designated Reporting Officer.

Stuart can be contacted as follows: [smckenzie@indianaresources.com.au](mailto:smckenzie@indianaresources.com.au)

Please include in the email subject an easily identifiable title.

The anonymity of the Whistle-blower is guaranteed by the Reporting Officer where appropriate (if it is specifically requested). In instances where this is not an option, the Reporting Officer will advise the Whistle-blower of this as well as next steps via email. Once a report has been made, the Reporting Officer will send an email acknowledging receipt of the email.

The Reporting Officer will conduct a preliminary investigation if warranted. The findings of such an investigation may be shared as appropriate with the Managing Director or the Board. An action plan to resolve or clear the reported wrong doing will be formulated if appropriate.

The Whistle-blower will be kept updated of any developments as appropriate following their initial contact.

## **QUESTIONS**

If you have any questions in regards to the above, you may contact the Company Secretary.

## **DATE OF LAST REVIEW**

This policy was last reviewed by management in in March 2013.

This policy was last reviewed by the Audit and Risk Management Committee on 24 June 2013.