

Whistleblower Disclosures in CIGRE Australia

Purpose

This note describes who may lodge a whistleblower disclosure concerning CIGRE Australia, how that disclosure may be lodged and our commitment to the protection of whistleblowers in accordance with the law.

What is a Protected Disclosure?

All Australian companies are required to comply with the whistleblower protections of the Corporations Act. CIGRE Australia is issuing this note to let you know about your rights and how CIGRE Australia will respond to any protected disclosures. This document is not legal advice but a short summary of the key elements of the whistleblower provisions of the Corporations Act as it applies to CIGRE Australia.

For a disclosure to qualify for protection under the Act, the whistleblower must have reasonable grounds to suspect that the information reported concerns one or more of the following:

- Misconduct, or an improper state of affairs or circumstances, in relation to the company i.e. a serious departure from proper conduct.
- A breach of specific legislation applicable to the company, which in CIGRE Australia's case includes the Corporations Act 2001 itself, the Australian Securities and Investments Commission Act 2001 (ASIC Act) and any other Commonwealth law that is punishable by imprisonment for 12 months or more, or that involves dishonesty.

Who can make a Protected Disclosure?

An eligible whistleblower is any individual who is, or has been, an:

- Officer - directors, company secretaries, and other persons who make or participate in making decisions affecting the whole or a substantial part of the business, including the Chief Executive Officer.
- Employee - paid staff, whether full-time, part-time or casual.
- Volunteer - unpaid workers, which is particularly relevant to CIGRE Australia which carries out some of its functions through volunteers.
- Contractors and their employees - individuals supplying goods or services to the company, whether paid or unpaid, and the employees of those contractors

Additionally, 'connected persons' of any of the above (spouses, parents, children, siblings) and dependants of any of the above, or of their spouse, are also eligible whistleblowers.

A person who is only a member or customer of the organisation and who does not serve in any official or volunteer capacity are not eligible whistleblowers.

To whom can a protected disclosure be made?

Eligible recipients are:

- Each of the Directors of the company, whose names are published on our website
- The Chief Executive Officer via pmcintyre@cigreaustralia.org.au
- Mr Vishal Modi as partner of Nexia Sydney Audit as the company auditor, via vmodi@nexiasydney.com.au
- Protected disclosures for corporations can also be made to ASIC.

Protected disclosures cannot be made to other persons or shared/copied to other persons. This includes the NGN Co-Chairs, the Women in Energy Chair, the Australian Panel Convenors or staff other than the Chief Executive Officer. A protected disclosure cannot be made to a generic or shared email inbox. It is recommended that any email disclosure clearly identify that it is a protected disclosure in the subject line.

How will my disclosure be treated?

CIGRE Australia will manage the protected disclosure in accordance with the law to ensure that:

- Your identity is kept confidential by the eligible recipient and only disclosed to another person when necessary and with your consent. Your name will never be disclosed to the subject of the complaint.
- Due process and natural justice is afforded the complainant and the subject of the complaint.
- In any investigation, conflicts of interest are identified and avoided.
- There is no adverse action taken against any person making a whistleblower complaint i.e. no retaliation or detriment against the whistleblower

Contact Information

For more information on this document contact the CIGRE Australia Secretariat on (02) 8896 4356. This number should not be used to make any disclosures.

Document History

Version	Date	Summary of Changes	Approved	Review Date
1.0	3 July 2026	New document	CIGRE Australia Board	July 2029