

Mayfield Group Holdings

WHISTLEBLOWER POLICY

Mayfield Group Holdings strives to demonstrate the highest standards of conduct and legal compliance in our business behaviours. Through this, we seek to gain the confidence of our employees, customers, investors, regulators, suppliers and the broader community in which we operate (collectively referred to as our 'stakeholders').

To achieve this objective, together with our subsidiaries Power Parameters, STE Solutions, Mayfield Industries, ATI Australia and Walker Control, we will:

- ✦ Encourage stakeholders to report to our management any financial, safety or reputational behaviours considered fraudulent, dishonest, unsafe, inappropriate, unethical or in breach of our Code of Conduct;
- ✦ Recognise that we are bound by the Treasury Laws Amendment Act (Enhancing Whistleblower Protections) and therefore provide an additional mechanism to allow concerned stakeholders, who do not wish to raise issues directly with management, to confidentially make a Whistleblower report via the following website:
www.mayfieldgi.com.au
- ✦ Promptly investigate a Whistleblower report by applying principles of procedural fairness (natural justice) and ensure that the personal details of the Whistleblower remain confidential other than where disclosure is required by law;
- ✦ Report back confidentially to the Whistleblower, within one business day, via the above website. The report can only be accessed by using the username and password assigned when the report was lodged; and
- ✦ Assure eligible Whistleblowers they will not suffer any retaliation or detriment as a result of making an eligible disclosure.



Andrew Rowe

Group Chief Executive Officer

October 2023

