

EVENT

HOSPITALITY & ENTERTAINMENT



WHISTLEBLOWING POLICY

1. COMMITMENT TO ETHICAL BEHAVIOUR

Event Hospitality & Entertainment Limited (Event) is committed to a culture of high corporate compliance and high ethical behaviour. The ethical values of the company are illustrated to all employees in the Event *Code of Ethics and Business Conduct*. This code outlines that Event believes in the strong ethical values of integrity and business honesty.

2. OBJECTIVE OF THIS POLICY

The Event Whistleblowing Policy establishes a system for the reporting of “Reportable Conduct” (see below) where the person is apprehensive about raising his/her concern because of the fear of possible adverse repercussions to him/her in relation to Reportable Conduct (“Report”). The system encourages employees to report their concerns preferably openly, but if necessary enables disclosures to be made anonymously to an Event Incident Manager or using the KPMG FairCall Service (see section 6.4 below).

This Policy also provides the guidelines for the support and protection of individuals making Reports, and further establishes a system for the matters disclosed to be investigated, and rectifying action to be taken.

3. APPLICATION OF THIS POLICY

This Policy reflects Australian law. It applies to all of Event's subsidiaries (including foreign subsidiaries to the extent that it is not inconsistent with local laws).

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4. STATEMENT OF SUPPORT TO WHISTLEBLOWERS

Event is committed to the aims and objectives of an effective Whistleblower Protection Program. It does not tolerate improper conduct by its employees, managers, or executives, nor the taking of reprisals against those who come forward in good faith and on a proper basis to disclose such conduct.

Event recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of company resources, conduct involving a substantial risk to our employee's or customers' health and safety, or conduct that represents a risk to the environment.

Event does not tolerate the taking of reprisals against those who come forward to disclose such conduct.

5. REPORTABLE CONDUCT

Under this Policy, "**Reportable Conduct**" is conduct by a person or persons connected with an Event Group entity which, in the view of a whistleblower acting in good faith, is:

- (a) dishonest;
- (b) fraudulent;
- (c) corrupt;
- (d) illegal (including theft, drug sale/use, violence or threatened violence and criminal damage against property);
- (e) discriminatory;
- (f) sexual harassment;
- (g) failure to comply with any obligation under Commonwealth or state legislation or local authority by-laws (including the Corporations Act, ASIC Act, Income Tax Assessment Act or the Competition and Consumer Act (formerly known as the Trade Practices Act) or the ASX listing rules);

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- (h) unethical (i.e. including a breach of the Event Code of Ethics and Business Conduct);
- (i) other serious improper conduct (including gross mismanagement, serious and substantial waste or repeated breaches of administrative procedures);
- (j) an unsafe work-practice;
- (k) not in compliance with Event policies;
- (l) any other conduct which may cause financial or non-financial loss to Event or the consolidated entity or be otherwise detrimental to the interests of Event or the consolidated entity, or any of its employees; or
- (m) deliberate concealment of the above.

For the purpose of this Policy a “whistleblower” is a person, being a director, manager, employee or contractor of Event or a subsidiary of Event, where the person is apprehensive about raising his/her concern because of the fear of possible adverse repercussions to him/her in relation to Reportable Conduct and who makes a Report under this Policy.

This Policy and the procedures outlined within this Policy are not designed to deal with general employment grievances and complaints. Any report treated in accordance with this Policy must be for one of Reportable Conduct as outlined above. All general employment complaints or grievances will be forwarded to the respective manager to address.

6. REPORTING PROCEDURES

Any person who has reasonable grounds to suspect that Reportable Conduct has occurred and is apprehensive about raising his/her concern because of the fear of possible adverse repercussions to him/her is encouraged to report that suspicion in one of the following ways.

- 6.1 By contacting either of the **two Event Incident Managers**, being;
 - David Stone - Event Company Secretary on (02) 9373 6609 or by e-mail on David.Stone@evt.com; or

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- Anny Cheung - Event Legal Counsel on (02) 9373 6637 or by e-mail on Anny_Cheung@evt.com .

Where the Report is about an Event Incident Manager, the Report should be made to Mathew Duff, Director - Commercial, on (02) 9373 6701. In that case, references to the "Event Incident Manager" in this Policy are to that person.

- 6.2 Subject to the requirements of section 7.1 below (Receiving and Accepting a Report), all Reports received and accepted by an Event Incident Manager will immediately be discussed with the Event Chief Executive Officer (Jane Hastings), unless the Report concerns the Event Chief Executive Officer in which case the Report will be discussed with the Event Chairman (Alan Rydge) and / or the Lead Independent Director (Peter Coates), as appropriate. The Event Chief Executive Officer (or Chairman and Lead Independent Director, as appropriate) will then ensure that the Event Group responds appropriately to the Report in accordance with Section 7 below.
- 6.3 Event would prefer that whistleblowers make a Report openly and disclosed their identity. However, under this Policy whistleblowers can make a Report anonymously (although Reports about alleged breaches of the Corporations Act cannot be made anonymously).

The whistleblower can make Reports in writing either by:

- post marked as follows:
Private and Confidential – to be opened by addressee only
David Stone or Anny Cheung
GPO Box 1609
SYDNEY NSW 2001

or

- e-mailing alert@evt.com.

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Reports made by post, email or using the Alert Line will generally be reviewed once a week by one or both of the Event Incident Managers, so there may be a delay in responding to you.

Note that Reports received by the Event Incident Managers by post or email and Accepted in accordance with section 7.1 below will immediately be discussed with the Event Chief Executive Officer, unless the Report concerns the Event Chief Executive Officer, in which case the Report will be discussed with the Chairman or Lead Independent Director as set out in section 6.2 above.

Whistleblowers should be aware that it will be more difficult to investigate and take action in relation to Reportable Conduct that is made anonymously and maintaining the anonymity of the whistleblower's identity may be difficult where the nature of the Reportable Conduct points to a particular individual or individuals having made it or where some disclosure is necessary as part of the investigation process.

Posters detailing how employees can report incidents of concern will generally be displayed on the staff noticeboard at every cinema, hotel or office that Event or one of its subsidiaries operates from.

6.4 By using the **KPMG FairCall** whistleblowing service. KPMG FairCall can be contacted as follows:

- By telephone: 1800 500 965 (Australia), 0800 100 526 (New Zealand) or 0800 181 3622 (Germany);
- By email: faircall@kpmg.com.au;
- Online at <http://faircall.kpmg.com.au/> (Australia and New Zealand) or <http://www.thornhill.co.za/kpmgethicslinereport> (Germany);

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- By mail addressed to The FairCall Manager, KPMG Forensic, PO Box H67, Australia Square, Sydney NSW 1213, Australia; or
- By fax: +61 2 9335 7466.

This service is provided by KPMG Australia. This service is an independently monitored, external, anonymous service for you to report concerns of possible fraudulent or unethical behaviour to Event Hospitality & Entertainment Limited. If your matter does not relate to such issues please contact the Event Incident Managers or report the matter in accordance with sections 6.1 or 6.3 respectively.

Where KPMG Australia collects personal information as part of this service, it is provided in accordance with KPMG Australia's Privacy Statement, which is available at <http://www.kpmg.com/au/faircallprivacy>.

7. PROCEDURES FOLLOWING DISCLOSURE

The following process will generally be followed in relation to suspected Reportable Conduct:

7.1 Receiving and Accepting a Report

On receiving a Report, the relevant Event Incident Manager will decide whether to accept the Report and whether the Report is about Reportable Conduct for the purposes of this Policy.

Subject to what is said about Corporations Act breaches below, the Event Incident Manager may decline to accept a Report if they consider that:

- the alleged conduct is not Reportable Conduct under this Policy;
- the Report is not made in good faith or is frivolous, vexatious or malicious;
- the Report is made anonymously and there is insufficient information to allow the Event Incident Manager to investigate the matter;

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- the subject matter of the Report has been satisfactorily dealt with or resolved previously through the procedure set out in this Policy (unless another alleged incident has occurred since);
- the subject matter of the Report has been satisfactorily dealt with or resolved through another grievance, reporting, complaint or claims procedure. The Event Incident Manager will decline to accept a Report if the Report is in effect an 'appeal' from a decision already made by Event under another grievance, reporting, complaint or claims procedure; or
- some other more appropriate grievance, reporting, complaint or claims procedure in relation to the subject matter of the Report is available to the whistleblower – for example, the matter should be reported through the occupational health and safety reporting mechanisms or other grievance procedures.

7.2 Investigations

Where the Event Incident Manager has accepted a Report under this Policy and considers the subject matter is significant, the Event Incident Manager will generally conduct an investigation.

However, the Event Incident Manager has the discretion to determine that – in all the circumstances - it is not appropriate or necessary to conduct an investigation.

The object of any investigation is to collate information relating to the allegation as quickly as possible, to consider the information collected and to draw conclusions based on the evidence in a manner that is objective and impartial.

The Event Incident Manager will determine the appropriate method for any investigation to occur. In appropriate cases, and on a basis that appropriately protects confidentiality, this may involve:

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- The Event Chief Executive Officer (or Chairman and / or Lead Independent Director).
- The Group Internal Audit Manager, based on information provided by the Event Incident Manager.
- An appropriate external investigator such as lawyers or accountants.

7.3 Reporting

At the conclusion of their investigations, the Group Internal Audit Manager or the external investigator (if they are involved) may prepare a report of the findings to the Event Incident Manager and Event Chief Executive Officer (or Chairman and / or Lead Independent Director).

7.4 Actions Taken

Subject to any statutory confidentiality limitations, at the conclusion of the investigation the relevant Event Incident Manager will notify and may prepare a report to the Event Board.

Where the final report indicates that the Reportable Conduct has occurred, the final report will include recommendations for steps to be taken to prevent the conduct from occurring in the future, as well as any action that should be taken to remedy any harm or loss arising from the conduct including disciplinary proceedings against the person responsible for the conduct and the referral of the matter to appropriate authorities as is deemed necessary.

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7.5 Communications to the Whistleblower

Unless it is inappropriate to do so, the relevant Event Incident Manager will ensure that the whistleblower is kept informed of the outcomes of the investigation of his/her allegations, subject to the considerations of privacy of those against whom allegations are made and any other issues of confidentiality.

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7.6 Reports made using the KPMG FairCall service

Calls to KPMG's FairCall service will be answered by a trained forensic professional who will interview the caller and obtain all relevant information. KPMG FairCall may decline to accept a Report consistent with the criteria set out in section 7.1 above. KPMG FairCall will then prepare a confidential call Report which is provided to the relevant Event Incident Manager for further action to be taken in accordance with this Policy.

7.7 General

Depending on the circumstances, it may be appropriate to depart from the process outlined above.

8. PROTECTION OF THE WHISTLEBLOWER

8.1 General

Wherever possible, Event recognises that maintaining appropriate confidentiality is important in ensuring that potential whistleblowers come forward and disclose their knowledge or suspicions about Reportable Conduct in an open and timely manner and without fear of reprisals being made against them.

Event will take all reasonable steps to protect the identity of the whistleblower if that is practicable, and will adhere to any statutory requirements in respect of the confidentiality of disclosures made.

However, maintaining confidentiality of the identity of the whistleblower may be difficult where the nature of the Report points to one particular individual having made it or due to the inherent nature of the investigation process. The Event Incident Manager may need to discuss with the whistleblower the possibility that other staff may deduce his or her identity without the Event Incident Manager having told the individual of the whistleblower's identity.

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Where the identity of the whistleblower is to be disclosed, the whistleblower should, where practicable, be informed of this in advance.

The Event Incident Manager must ensure that all documentation and information relating to the Report is kept secure.

In appropriate cases, disclosure of the whistleblower or the allegation made by them may be unavoidable, such as if court proceedings result from a disclosure pursuant to this Policy or if the proper investigation of the Report requires such disclosure.

8.2 Reprisals

Event will not tolerate any victimisation of a person because they have made a report under this Policy.

However, you will need to appreciate that a complaint is a serious matter and can have serious consequences for the person or persons who are subject to the complaint. Accordingly, if Event concludes that a report is false, vexatious or malicious, then Event may consider disciplinary action against the person making the complaint. See **10. FALSE ALLEGATIONS** below.

8.3 Reports about the Corporations Act

There are different requirements for handling Reports about breaches or possible breaches of the Corporations Act.

Whistleblowers cannot remain anonymous if the Report is about a breach or possible breach of the Corporations Act.

9. WHISTLEBLOWER'S LIABILITY

A whistleblower remains liable for his or her own conduct that may constitute Reportable Conduct. Event has no power to offer any person immunity against prosecution in the criminal

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jurisdiction, nor does Event have any authority to reduce the penalty applicable if the conduct disclosed is criminal.

10. FALSE ALLEGATIONS

Event is committed to the protection of genuine whistleblowers against reprisals. However, where it is shown that a person purporting to be a whistleblower has knowingly made a false report, or not made a Report in good faith, of Reportable Conduct (whether accepted as a Report under this Policy or not), then that conduct itself will be considered a serious matter and may render the person concerned subject to disciplinary proceedings (which may include termination of employment).

11. REVIEW

The content of this Policy may be reviewed from time to time by the Event Company Secretary. In particular, the Company Secretary may have regard to complaints, reports and recommendations made regarding compliance with this Policy, including the investigations undertaken and the impact on whistleblowers personally. Any amendments to the Policy shall be approved by the Event Audit and Risk Committee.

This Policy is not a term of any contract, including any contract of employment. This Policy may be varied by Event from time to time, in its absolute discretion.