

Whistleblowing Policy

Objective	<p>The Board has mandated business practices to manage the risk inherent in operating a national Australian retail business. This policy forms part of the framework used by Dollarama Australia Pty Limited (formerly The Reject Shop Limited) (“TRS”) to manage its risks.</p> <p>This policy is intended to assist with the development of a culture of ‘speaking up’ when things are not quite how they should be.</p>
What is whistleblowing?	<p>Whistleblowing is the disclosure of information which relates to actual or suspected wrongdoing or misconduct (generally a breach of the law or TRS policy, or unethical behaviour) for example, but not limited to, insider trading, theft, fraud and risk to the health and safety of workers.</p> <p>For the purposes of this policy, whistleblowing is taken to mean ‘misconduct or an improper state of affairs’.</p>
Legislation	<p>TRS is committed to a high level of compliance with relevant legislation, including the whistleblower protections contained in the Corporations Act 2001 (Cth) (“Legislation”).</p> <p>To the extent of any inconsistency between this policy and the Legislation, the Legislation prevails.</p>
Who does this Policy apply to?	<p>This policy applies to all:</p> <ul style="list-style-type: none"> • team members of TRS, including employees (whether permanent, casual, part time, fixed-term or temporary), contractors, consultants and directors; • suppliers (including any employees of the suppliers); and • relatives and dependants of all of the above. <p>This policy also applies to former team members and suppliers.</p>
The protections available to whistleblowers?	<p>If you decide to become a whistleblower, the Legislation contains a number of protections.</p> <p>You do not need to identify yourself when making a disclosure.</p> <p>You will not be victimised or adversely affected because of your action in disclosing your concerns provided that there is a reasonable basis for your concerns.</p> <p>It is unlawful for anyone to engage in conduct that causes detriment to you in the belief or suspicion that you have made, may make, propose to make or could make a protected disclosure or to purport to terminate your employment because of a disclosure.</p> <p>“Detriment” is defined very broadly to include dismissal, alteration to position, discrimination, harassment, injury in employment or damage to reputation.</p> <p>Under the Legislation, you may be entitled to seek an order from the court for compensation for any loss, damage or injury as a result of any detrimental conduct caused by TRS.</p>
How to make a disclosure?	<p>If you have reasonable grounds to suspect ‘misconduct or an improper state of affairs’ in relation to TRS, please disclose your concerns to the Whistleblower Protection Officer.</p> <p>If you disclose your concerns, TRS will endeavour to protect your identity. The Legislation permits you to make a disclosure anonymously.</p> <p>Your concerns will be properly investigated with a view to establishing the truth and correcting, where possible, any wrongdoing or misconduct.</p> <p>You will, if TRS deems it appropriate and permissible to do so, be advised on the progress and outcome of the investigation unless you have made an anonymous</p>

	disclosure.
Who to make a disclosure to?	<p>You may make a disclosure to the Whistleblower Protection Officer.</p> <p>If you would prefer to speak to someone other than the Whistleblower Protection Officer, you may also make a disclosure to the chief executive officer, company secretary, any director of TRS or the company's auditor.</p>
Your protection and support	<p>The Whistleblower Protection Officer will make arrangements to support you once you have made a disclosure. You may also contact TRS's employee assistance provider for additional support.</p> <p>The Whistleblower Protection Officer will securely and confidentially store any records relating to your disclosure.</p>
How investigations into a disclosure will proceed?	<p>When a disclosure is made it will be evaluated to determine the appropriate avenue for investigation. The level of investigative effort should reflect the seriousness of the disclosure.</p> <p>Investigations should seek to:</p> <ul style="list-style-type: none"> • determine the substance of the disclosure; • identify whether it was a systemic issue, an isolated incident or a deliberate act; • be completed in a timely manner.
Fair treatment	<p>TRS will ensure that you receive fair treatment following any disclosure.</p> <p>TRS will take reasonable precautions, and exercise due diligence, to avoid any detrimental conduct.</p>
Limits of this policy	<p>This policy does not apply to a personal work-related grievance. For example, a personal work-related grievance includes:</p> <ul style="list-style-type: none"> • an interpersonal conflict between you and another team member; • a decision relating to your engagement, transfer or promotion; • a decision relating to your terms and conditions of engagement; and • a decision to suspend and terminate you, or otherwise to discipline you. <p>However, a disclosure is not a personal work-related grievance if it:</p> <ul style="list-style-type: none"> • has significant implications for TRS; • concerns conduct, or alleged conduct, in contravention of specified laws, or that constitutes an offence punishable by 12 months or more imprisonment under any other Commonwealth laws; • concerns conduct that represents a danger to the public; or • concerns conduct prescribed by law. <p>Anyone who knowingly makes a false report of a disclosure, whether under this policy or otherwise, may be subject to disciplinary action.</p>
Policy availability	<p>This policy will be made available to all on TRS's website. Any questions about this policy should be directed to the Whistleblower Protection Officer.</p>
Contact list	<p>Email address: whistleblowing@rejectshop.com.au</p> <p>Whistleblower Hotline: 1800 514 944</p> <p>Whistleblower Protection Officer: Meisha Luo Head of Legal 0403 553 393 mluo@rejectshop.com.au</p>

Approved as at 23 April 2026