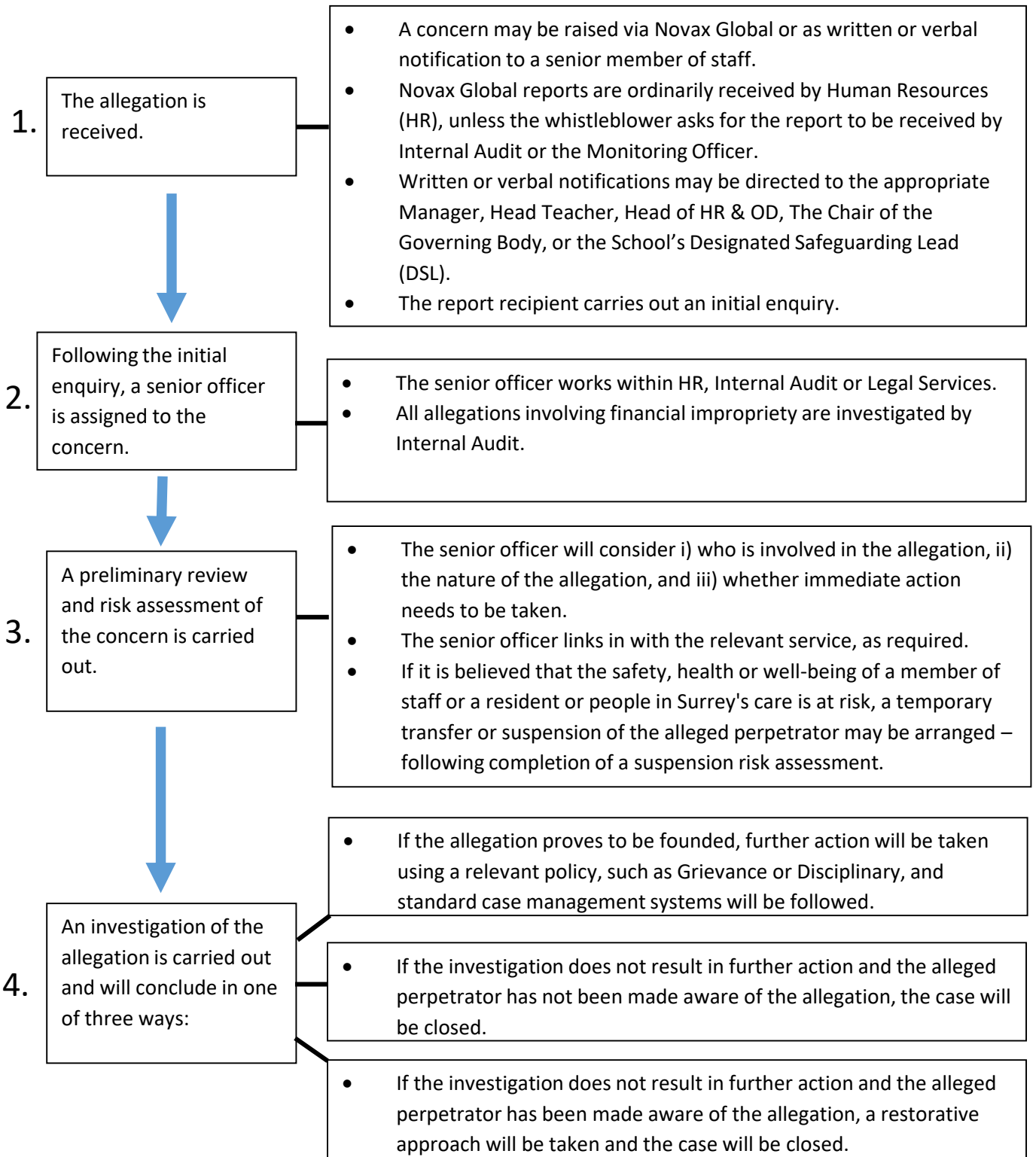


SURREY'S WHISTLEBLOWING PROCESS



If the whistleblower submitted a report via Novax Global, an update is made available to them within 14 and 28 days, and at the end of the investigation. If the whistleblower has chosen to remain anonymous, they will need to contact their original reporting route (either the senior officer who they originally approached or Novax Global) in order to receive their update.

Whistleblowing concerns are tracked throughout their "life cycle". After the end of the calendar year, a summary of all whistleblowing activity that has taken place within HR, Internal Audit and Legal Services is reviewed by the Governance Panel and presented for noting to the corporate leadership team. Audit & Governance Committee members are also appraised of annual activity.