Whistleblower Policy

reece group™

1. PURPOSE

1.1. At Reece we are committed to the highest standards of conduct and ethical behaviour and support a culture of honesty, integrity and respect. We encourage individuals to speak up when they believe an action or decision is not right, or does not reflect our values, our Code of Conduct, or the law.

1.2. We commit to treating those who raise genuine concerns with respect and will ensure they are supported and protected.

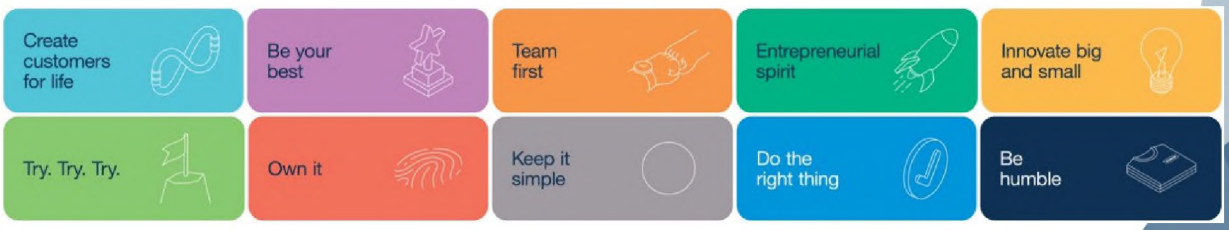
1.3. This policy also explains when a report may qualify for legal protection under Australian whistleblower laws, including how we protect confidentiality, support people who speak up and investigate reports fairly.

1.4. Material whistleblower matters will be escalated to the appropriate senior leaders and, where relevant, to the Board or a Board Committee.

1.5. This policy will be made available to Reece officers and team members through Reece's usual policy channels and, where appropriate, to others covered by this policy.

2. VALUES

2.1. Reece's values guide the way we treat each other, our customers and our broader community. These values underpin the expectations in our code of conduct.



3. WHO DOES THIS POLICY APPLY TO?

3.1. The policy applies to all businesses operated by Reece Limited and:

3.2. current and former officers, directors, team members and associates[1] of Reece;

3.3. its current and former suppliers of goods and services (paid or unpaid), and their employees; and

3.4. spouses, relatives or dependents of any of the above.

4. WHAT TO REPORT

4.1. We encourage you to make a report if you have reasonable grounds to suspect that Reece, or any of our people, have engaged or are engaging in conduct that is:

4.2. dishonest, fraudulent or negligent;

4.3. exploitative including forced labour, slavery, servitude, debt bondage, human trafficking, deceptive recruiting for labour services and child labour;

4.4. illegal (including conduct that may breach competition, anti-bribery, discrimination or other laws);

4.5. unethical (including undisclosed conflicts of interest);

4.6. a danger to the health or safety of one or more individuals, or to the natural environment; or

4.7. a danger to the public of the financial system.

[1] Associates are any individual with a formal or informal relationship with Reece or its related entities that may reasonably involve access to confidential, operational, or strategic information.

4.8. Personal work-related grievances are generally not covered by this policy unless they involve broader misconduct, a breach of law, victimisation for speaking up, or a risk to Reece or others. If your concern is about your own employment, such as a disagreement with a manager or a workplace decision, we encourage you to speak directly with your Manager or a member of the Legal or People Experience teams.

5. HOW TO REPORT

5.1. If you notice any behaviours that you believe should be reported, Reece encourage the use of the following channels:

5.2. Reaching out directly to a protected Whistleblower Officer, including Directors of the Reece Board or a member of the Reece Executive Leadership Team.

5.3. Contacting Reece's externally managed YourCall service. The service is a free and confidential service that supports anonymous reporting. YourCall supports multiple languages.

5.4. There are multiple ways to make a report:

- Contact within Australia by telephone to **1300 790 228** using organisation code "Reece" using the organisation code "Reece" (phone lines are supported from 7am until midnight Australia Eastern Standard Time (AEST)), or alternatively by telephone in Australia **+61 3 9895 0012** (phone lines are supported from 7am until midnight AEST) using the organisation code "Reece"; or
- Contact within New Zealand by telephone to **0800 123 508228** using organisation code "Reece", using the organisation code "Reece" (phone lines are supported from 7am until midnight AEST);
- Contact within United States of America **1 (800) 897-2761** using the organisation code "Reece" (phone lines are supported from 7am until midnight AEST);
- All hours, from any location via the **online** portal at https://yourcall.com.au/reece using the organisation code "Reece"; or
- Via the **QR code** below.

5.5. For Reece employees, if you are comfortable doing so, we encourage you to speak directly with your Manager or a member of the Legal or People Experience teams.

5.6. Reports may also be protected when made to certain people connected with Reece, including officers, executive leadership team members, auditors or actuaries, or to regulators such as ASIC. We encourage you to use the channels above where you feel comfortable doing so, as they help us respond quickly and protect your confidentiality.

6. HOW WE PROTECT YOU AND YOUR CONFIDENTIALITY

6.1. Speaking up takes courage, and we will treat all reports made under this policy confidentially. We will take all reasonable and legal steps to protect the identity of a whistleblower.

6.2. For reports concerning our Australian operations, additional jurisdictional law provides additional protections depending on the nature of the report, in which we are committed to uphold these requirements.

6.3. If you make a report, Reece will not disclose your identity unless consent is provided, or disclosure is required/permitted by law. We may disclose information about you (but not

your identity) if it is reasonably necessary in order to investigate your report, but will take all reasonable steps to reduce the risk that you will be identified.

6.4. Reece will consider appropriate support or protective measures, having regard to the circumstances, to help protect eligible persons from retaliation or disadvantage connected with making, proposing to make, or being involved in handling or investigating a report under this policy. Depending on the circumstances, this may include conduct such as dismissal, demotion, harassment, discrimination, harm, threats, or damage to a person's reputation, business or financial position.

7. HOW WE INVESTIGATE REPORTS

7.1. All reports made under this policy will be treated seriously and respectfully. Each report will be assessed and investigated in an objective and fair manner

7.2. Not every report will require a formal investigation, but each report will be considered carefully. Where an investigation is needed, it will be conducted as confidentially as possible and by people with appropriate independence and experience. Where appropriate you may be provided the opportunity to participate in the investigation and may be informed whether any of the allegations were substantiated.

7.3. All team members involved with an investigation, including those involved with the disclosure, are expected to maintain confidentiality.

ADOPTED BY THE BOARD	June 2025
REVIEWED	August 2026
AMENDED	August 2026