

Questions	Answers
<p><b>Who may use the Amcor Whistleblower Service to report wrongdoing?</b></p>	<p>The Amcor Whistleblower Service is available for all co-workers, customers, contractors, principal suppliers and other third parties as a means to report wrongdoing or anything you see or suspect as wrongdoing involving Amcor.</p>
<p><b>What type of wrongdoing can I report to the Amcor Whistleblower Service?</b></p>	<p>Amcor encourages you to report any wrongdoing in good faith. Examples of wrongdoing can include but are not limited to :</p> <ul style="list-style-type: none"> <li>• A breach of laws or regulations</li> <li>• Dishonest, corrupt, fraudulent, or other illegal or unethical conduct or activity including soliciting, accepting or offering a bribe</li> <li>• Impeding internal or external audit processes</li> <li>• Improper behaviour relating to accounting , internal accounting controls, actuarial or audit matters</li> <li>• Conduct endangering health and safety</li> <li>• Conduct that is contrary to, or in breach of, Amcor’s Codes and Policies</li> <li>• Conduct involving substantial risk to the environment</li> <li>• A substantial mismanagement of Amcor’s resources</li> <li>• Conduct that is detrimental to Amcor’s financial position or reputation</li> <li>• Conflicts of interest</li> <li>• Concealment of wrongdoing</li> <li>• Sexual harassment</li> <li>• Bullying, discrimination, harassment or vilification</li> </ul>
<p><b>Should I make a report through the Amcor Whistleblower Service or to my Amcor manager or Human resources representative?</b></p>	<p>Depending on the nature of the wrongdoing, Amcor encourages you to first discuss your concern with your Manager. Alternatively, you can also raise a concern with the relevant support area within Amcor, for example: Group Internal Audit, HR, Legal or Health and Safety, depending on the nature of your report. If however you are uncomfortable reporting your concern in this way, or you wish to remain anonymous, you may file a report through The Amcor Whistleblower Service.</p>

<p><b>How can I make a report through the Amcor Whistleblower Service?</b></p>	<p>You can report any wrongdoing either through the internet or through the dedicated telephone hotline which is a multi-lingual service available 24 hours a day. Further details on contact information can be found at <a href="http://www.amcor.com/whistleblower">http://www.amcor.com/whistleblower</a>.</p>
<p><b>Can I make a report anonymously?</b></p>	<p>In some instances, due to variations in local law, restrictions may apply to your right to remain anonymous. In all other cases, you may report your concern anonymously via Amcor's Whistleblower Service either on-line using the web-based form or by telephone via the Whistleblower hotline. If you choose to report anonymously, please take care not to report information that may personally identify you.</p>
<p><b>How does the Amcor Whistleblower Service maintain confidentiality? Who can see my report?</b></p>	<p>The Amcor Whistleblower Service does not trace phone calls or use caller identification, and does not generate or maintain internal connection logs containing Internet Protocol (IP) addresses. Reports are entered directly on a secure server to prevent any possible breach in security. Reports are made available only to specific individuals within Amcor who are charged with evaluating the type of violation and location of the incident and ensuring that an appropriate investigation is conducted. Individuals receiving these reports have had training in keeping these reports in the utmost confidence.</p>
<p><b>How does Amcor review allegations of wrongdoing?</b></p>	<p>The information you provide is sent to the Whistleblower Committee which is made up of senior representatives from Group Legal, HR and Internal Audit. The Whistleblower Committee will determine the appropriate response and in most cases refer the matter for investigation by the relevant Business Group. All cases are reported to Amcor's Board of Directors and reports are handled promptly and discreetly.</p>
<p><b>Will I be penalised for making a report?</b></p>	<p>Amcor forbids any co-worker from penalising any person who in good faith reports an instance or allegation of wrongdoing in accordance with the Whistleblower Policy. This includes any reprimand, reprisal, change in work duties, change in employment amenities, change in reporting requirements, damage to career prospects or reputation, threats to do any of these or deliberate omissions which damage the person. If you believe you have faced victimisation of any kind, please report it so that Amcor can investigate.</p>

<b>Once I have reported my concern how can I follow up?</b>	At the end of your telephone call or web-based report, you will be provided with a report key and asked to create a password. You will be encouraged to call back or visit the website ten business days after you make your initial report to monitor progress or learn whether any additional information is needed from you to address your report. You can call back or visit the website using your report key and password anytime to follow up on your report and / or liaise with the investigator whilst also remaining anonymous.
<b>What if I lose my report key or password?</b>	The report key is a unique identifier for each concern raised. If you misplace your number or password, a new one cannot be provided for security reasons. You will need to create a new report and repeat the details of the concern. You can mention in the new report that this matter relates to another report you supplied earlier.