

WHISTLEBLOWER POLICY STATEMENT

Millennium is committed to community standards, expectations and relevant legal and ethical guidelines in relation to professional behaviour. We will not tolerate unethical, unlawful or undesirable conduct and are committed to the protection of our integrity, values, employee welfare and business relationships. Executive management encourage a corporate culture that supports and values the reporting of improper conduct, corruption and serious waste.

At Millennium we have a Whistleblower program that supports our comprehensive Whistleblower Policy that empowers our employees to play an active role in the elimination of improper conduct in the workplace.

This program is provided by STOPline, a confidential, independent provider of whistleblowing services who will take full details of employee or stakeholder concerns via telephone, mail, email, fax or the website. It is also important to remember our program enables individuals to maintain anonymity if they wish.



Full details of the program are available on the following
<http://millennium.stoplinereport.com>

The STOPline phone number is 1300 30 45 50 in Australia and
0800 425 008 in NZ

Email address is millennium@stopline.com.au

Maintaining our commitment to the Millennium Code of Conduct is an important step in working towards achieving our vision, mission and business objectives.

STOPline is available to all Millennium employees, contractors or designated stakeholders and translation services can be provided if requested.

Copies of our Employee Code of Conduct Handbook and Whistleblower Policy are maintained at every workplace for your reference.

A handwritten signature in black ink, appearing to read "Darren Boyd", is written over a faint, circular watermark or background.

Darren Boyd
Chief Executive Officer

11 March 2020