

## Telix Pharmaceuticals Limited

### Whistleblower Protection Policy – Summary Guide

Telix is committed to conducting business with honesty and integrity. As part of this commitment, Telix will honour its obligation to protect any genuine whistleblowers who come forward from retaliation.

The attached Whistleblower Protection Policy (**Policy**) is an important tool for helping the Company identify wrongdoing that may otherwise not be uncovered unless there is a safe and secure means for disclosing misconduct. The Policy applies across the Telix Group.

The Policy is designed to:

- (a) encourage people to speak-up if they become aware of potential wrongdoing;
- (b) ensure individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported;
- (c) ensure disclosures of wrongdoing are dealt with appropriately and on a timely basis;
- (d) provide transparency around the Company's framework for receiving, handling and investigating disclosures;
- (e) explain the protections available to eligible whistleblowers;
- (f) support the Company's values and code of conduct;
- (g) support the Company's long-term sustainability and reputation by creating a healthier and safer work environment;
- (h) align with the ASX Corporate Governance Principles and Recommendations;
- (i) provide information regarding the rights and obligations of employees, contractors, and other personnel of the Company under the *Corporations Act 2001* (Cth) as amended by the *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019* (Cth) (**the Australian Laws**).

All employees, officers, contractors, and associates of the Company have a responsibility to help detect, prevent and report instances wrongdoing. The Company encourages employees and non-employees to speak-up and raise concerns about wrongdoing without fear of retaliatory action.

#### 1 Qualifying for whistleblower protection

Under the Australian Laws, whistleblowers are entitled to certain protections if they satisfy all of the following criteria:

- (a) the person must be an **Eligible Whistleblower** (see **Section 2**);
- (b) the person must make a **Disclosure** to an **Eligible Recipient** (see **Section 4.1**); and
- (c) the Disclosure must be a **Disclosable Matter**, that is, it must be a disclosure of information made where there are reasonable grounds to suspect that such information

concerns misconduct or an improper state of affairs about the Company or another member of the Company (see **Section 3.1**).

Information about the protections that are available to whistleblowers who qualify for protection is in **Sections 5 and 6** of this Policy.

## **2 Quick guide to this Policy**

A quick guide to this Policy is included on the next page. It is designed to assist potential whistleblowers in understanding whether they are eligible for the protections mentioned in this Policy, and, if they are eligible, what those protections entail.

# Whistleblower Protection Policy: Quick guide



## Am I an Eligible Whistleblower?

You will be an Eligible Whistleblower if you are a current or former officer, employee, supplier, contractor, or associate of Telix. Relatives or dependents of any of the above can also qualify as an Eligible Whistleblower.

**YES**

**NO**

You do not qualify for the protections mentioned in this Policy. However, the Company encourages you to still raise any issues that you encounter with the Company Secretary.

## Who can I make a disclosure to?

A Disclosure must be made to any of the following **Eligible Recipients**: an officer (such as a director) or senior manager; an auditor or member of the audit team; an actuary; the Australian Securities and Investments Commission; the Australian Prudential Regulation Authority; a person authorised by Telix to receive Disclosures. Telix has nominated the Company Secretary as the Whistleblower Protection Officer.

## Am I making a Disclosure that is protected by this Policy?

Are you making a Disclosure where you have reasonable grounds to suspect that you have information concerning misconduct or an improper state of affairs or circumstances in relation to the Company? For example, if you become aware of misconduct which constitutes a breach of Australian laws, disclosing information about that misconduct will qualify. Further examples of disclosures which may qualify are provided in Section 3.1 of the Policy. Importantly, a disclosure will not qualify for protection if it only concerns a personal work-related grievance. Examples of this include about the employment, transfer or promotion of the discloser; about the terms and conditions of employment of the discloser; or to suspend or terminate the employment of the discloser, or otherwise to discipline the discloser. More information on this is set out in Section 3.2 of the Policy.

**YES**

Your Disclosure will qualify for protection under the Policy.

## What information to disclose?

Gather as much information as possible about the misconduct or state of affairs in question. Try to include details of any people involved and how they were involved; the nature of conduct; when the conduct occurred; any witnesses.

## Other Protections

There are also further protections available under the Australian Laws which are not administered by the Company.

## Primary Protections

The Company will apply the following protections.

## Court Ordered Compensation

If you are subjected to threats or conduct which causes you to suffer detriment because you have made, or are thinking of making, a Protected Disclosure you can potentially seek a compensation order from the Courts. If you consider that you have suffered detriment of this nature you should seek legal advice.

## Keeping your Identity Confidential

Anyone at the Company who becomes aware of your identity as a whistleblower as a result of your disclosure must take all reasonable steps to keep your identity, and any information that is likely to identify you, confidential. Limited exceptions can apply in certain situations.

## Investigating the Protected Disclosure

The Company will investigate any issues raised in your disclosure to determine whether any misconduct has occurred. If any misconduct is identified, the Company may take any appropriate disciplinary action.

## Protections against Detriment

Depending on the nature of your disclosure, the Company may offer other protections to you. This may include things like taking disciplinary action against any employees who act against you in a detrimental manner for making a whistleblower complaint, or offering a leave of absence or flexible work arrangements to you while the matter is investigated.

# **Whistleblower Protection Policy**

**Telix Pharmaceuticals Limited  
ACN 616 620 369**

Effective 1 January 2020

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| <b>TABLE OF CONTENTS</b> .....   | <b>2</b>  |
| <b>1 PURPOSE OF THIS POLICY</b> .....                                  | <b>3</b>  |
| 1.1 Background .....   | 3         |
| 1.2 Interaction with Whistleblowing Legislation .....                  | 3         |
| 1.3 Interaction with the Company's existing Code of Conduct .....      | 3         |
| <b>2 ELIGIBLE WHISTLEBLOWERS</b> .....                                 | <b>3</b>  |
| <b>3 DISCLOSURES COVERED BY THIS POLICY</b> .....                      | <b>4</b>  |
| 3.1 Disclosable Matters .....  | 4         |
| 3.2 Exclusion from protection – personal work-related grievances ..... | 4         |
| 3.3 False reports.....   | 5         |
| <b>4 HOW TO MAKE A DISCLOSURE</b> .....                                | <b>5</b>  |
| 4.1 Disclosure to Eligible Recipients .....                            | 5         |
| 4.2 Remaining anonymous.....   | 6         |
| 4.3 Disclosure to regulators.....                                      | 6         |
| 4.4 Disclosure to an independent legal adviser.....                    | 6         |
| 4.5 Public interest disclosures and emergency disclosures .....        | 6         |
| <b>5 LEGAL PROTECTIONS AVAILABLE TO ELIGIBLE WHISTLEBLOWERS</b> .....  | <b>7</b>  |
| 5.1 Protection of identity .....                                       | 7         |
| 5.2 Protection from detrimental conduct.....                           | 7         |
| 5.3 Other legal protections .....                                      | 7         |
| <b>6 HANDLING AND INVESTIGATION OF DISCLOSURES</b> .....               | <b>8</b>  |
| 6.1 Investigations generally .....                                     | 8         |
| 6.2 Fair treatment of persons named in a Disclosure.....               | 9         |
| <b>7 SUPPORT FOR ELIGIBLE WHISTLEBLOWERS</b> .....                     | <b>9</b>  |
| <b>8 GENERAL</b> .....   | <b>10</b> |
| 8.1 Availability of this Policy .....                                  | 10        |
| 8.2 Monitoring, reviews and updates.....                               | 10        |
| 8.3 Status of this Policy .....  | 10        |
| <b>9 GLOSSARY</b> .....  | <b>11</b> |

### 1 Purpose of this Policy

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#### 1.1 Background

Telix Pharmaceuticals Limited (the **Company**) is committed to a high level of integrity and ethical standards in all business practices. Employees must conduct themselves in a manner consistent with current community, ethical and Company standards and in compliance with all relevant legislation.

This Policy is intended to encourage the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the Company and its related bodies corporate (together the **Group**) and details protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation, disadvantage or reprisal.

#### 1.2 Interaction with Whistleblowing Legislation

The relevant legislation is sections 1317AA to 1317AJ of the Corporations Act and sections 14ZZT to 14ZZZE of the Taxation Administration Act (the **Whistleblowing Legislation**). The protections under the Whistleblowing Legislation only apply to certain types of disclosures, referred to in this Policy as **Disclosures**.

This Policy contains a summary of parts of the Whistleblowing Legislation, and for further detail, you should refer to the text of this legislation. This Policy is not intended to override any rights or obligations you or the Company may have under the Whistleblowing Legislation.

#### 1.3 Interaction with the Company's existing Code of Conduct

Part 4 of the Company's Code of Conduct dated 31 August 2017 (**Code of Conduct**) sets out the Company's existing policy with respect to the protection of whistleblowers and the investigation of disclosures.

Where a disclosure qualifies for protection under this Policy or the Whistleblower Legislation, this Policy and the Whistleblower Legislation will apply rather than Part 4 of the Code of Conduct. If the disclosure does not qualify for protection under this Policy or the Whistleblower Legislation, Part 4 of the Code of Conduct will apply.

### 2 Eligible Whistleblowers

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Although whistleblower protections will only be available to **Eligible Whistleblowers**, the Company encourages any person with information about potential misconduct to speak-up about such misconduct. Under the Australian Laws, the following individuals may be an **Eligible Whistleblower** in relation to the Company:

An Eligible Whistleblower is an individual who is (or has been):

- (a) an officer, employee or associate of the Group;
- (b) a supplier of goods or services (whether paid or unpaid) to the Group, including an individual who is or has been employed by such a supplier;
- (c) a relative, spouse or dependant of any of the above.

### 3 Disclosures covered by this Policy

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#### 3.1 Disclosable Matters

**Disclosable Matters** has the meaning given to that term in the Whistleblowing Legislation. In summary, information is a **Disclosable Matter** if the Eligible Whistleblower has reasonable grounds to suspect that the information concerns misconduct (e.g. fraud, negligence, default, breach of trust and breach of duty), or an improper state of affairs or circumstances, in relation to the Group.

Without limiting what may be a Disclosable Matter, examples of possible Disclosable Matters include conduct by the Group or any of its officers or employees which:

- (a) constitutes an offence against, or a contravention of a Prescribed Law;
- (b) constitutes an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more;
- (c) represents a danger to the public or the financial system;
- (d) is conduct that may cause financial loss to the Group or is otherwise detrimental to the interests of the Group;
- (e) is illegal conduct, such as theft, dealing in, or use of illicit drugs, violence or threatened violence, and criminal damage against property;
- (f) is fraud, money laundering and/or misappropriation of funds;
- (g) is offering or accepting a bribe; and/or
- (h) is engaging in or threatening to engage in detrimental conduct against a person who has made a Disclosure.

While a Disclosable Matter may involve conduct which is unlawful, this is not essential. Dishonest or unethical behaviour and practices, conduct that may cause harm, or conduct prohibited by the Company's policies can be a Disclosable Matter.

An Eligible Whistleblower can still qualify for protection even if their disclosure turns out to be incorrect provided that they had "reasonable grounds to suspect" the disclosure was correct.

Disclosures that are not about a Disclosable Matter do not qualify for protection under the Whistleblowing Legislation (though, depending on the nature of the disclosure, may be protected under other legislation).

#### 3.2 Exclusion from protection – personal work-related grievances

Disclosures that relate solely to personal work-related grievances, and that do not relate to detriment or threat of detriment to the discloser, do not qualify for protection.

Personal work-related grievances are those that relate to the discloser's current or former employment and have, or tend to have, implications for the discloser personally, but do not:

- (a) have any other significant implications for the Company; and
- (b) relate to any conduct, or alleged conduct, involving a Disclosable Matter.

Examples of grievances that may be personal work-related grievances include interpersonal conflicts between the discloser and another employee/officer and

decisions (that do not involve conduct which would otherwise be a Disclosable Matter of the kind summarised in part 3.1 above):

- (a) about the employment, transfer or promotion of the discloser;
- (b) about the terms and conditions of employment of the discloser; or
- (c) to suspend or terminate the employment of the discloser, or otherwise to discipline the discloser.

### **3.3 False reports**

It is important to note that the submission of a false report could have significant effects on the Group's reputation and the reputations of its directors, officers and employees and could also cause considerable waste of resources. Any deliberately false report of a purported Disclosable Matter will not be protected and will be treated as a serious disciplinary matter.

## **4 How to make a Disclosure**

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### **4.1 Disclosure to Eligible Recipients**

The disclosure of a Disclosable Matter (a **Disclosure**) can be made directly to any of the following **Eligible Recipients**:

- (a) an officer or senior manager of the Company or related body corporate;
- (b) an auditor or member of an audit team conducting an audit of Company or related body corporate;
- (c) an actuary of the Company or related body corporate;
- (d) a person authorised by the Company to receive protected disclosures.

Eligible Whistleblowers may make a disclosure to any of above Eligible Recipients at any time. The Company has however nominated the Company Secretary to act as the Company's Whistleblower Protection Officer. The Company Secretary can be contacted as follows:

#### **Company Secretary**

Name: Melanie Farris

Phone: +61 (0) 449 148 448

Email: melanie.farris@telixpharma.com

Post: Telix Pharmaceuticals Limited  
Suite 401, 55 Flemington Road  
NORTH MELBOURNE VIC 3051

The Company's Auditor can be contacted as follows:

Name: PricewaterhouseCoopers

Phone: 1800 ITRUST (1800 487 878)

Post: PricewaterhouseCoopers  
Attn: Auditor of Telix Pharmaceuticals Limited  
2 Riverside Quay  
SOUTHBANK VIC 3006



While a Disclosure can be made verbally, to enable the efficient investigation of the Disclosable Matter, the Company encourages a Disclosure to be made in writing and with as much detail as possible along with any supporting evidence (emails, texts, documents etc.).

#### **4.2 Remaining anonymous**

A Disclosure can be made anonymously if preferred by submitting reports directly to a Whistleblower Protection Officer via the contact details set out above.

While the Company will not investigate the identity of an Eligible Whistleblower who wishes to remain anonymous, it is that Eligible Whistleblower's obligation to manage their anonymity in making a Disclosure anonymously, including by expressly stating that their disclosure is being made on an anonymous basis. Neither the Company, its officers or employees, nor the Whistleblower Protection Officer shall be liable if the Eligible Whistleblower's identity is, or becomes, readily ascertainable as a result of the Eligible Whistleblower's failure to manage their anonymity.

If an Eligible Whistleblower chooses to make a Disclosure anonymously, this may hinder the ability of the Company to fully investigate the matter. Accordingly, the Company encourages Eligible Whistleblowers to provide contact details to assist in any investigation into the matter. An Eligible Whistleblower who wishes to remain anonymous should maintain ongoing two-way communication with the recipient of the Disclosure, so the Company can ask follow-up questions and provide updates on investigations.

#### **4.3 Disclosure to regulators**

A Disclosure may also be protected under the Whistleblowing Legislation if it is made to the Australian Securities and Investments Commission (ASIC), the Australian Prudential Regulation Authority (APRA) or any other Commonwealth body prescribed by regulations. Where the Disclosable Matter relates to the tax affairs of the Company, a disclosure may also be protected if it is made to the Australian Taxation Office (ATO).

#### **4.4 Disclosure to an independent legal adviser**

A Disclosure may also be protected under the Whistleblowing Legislation if it is made to an independent legal adviser for the purpose of obtaining legal advice regarding the Whistleblowing Legislation. This is so even in the event that the legal adviser ultimately concludes that a disclosure does not relate to a Disclosable Matter.

#### **4.5 Public interest disclosures and emergency disclosures**

The Whistleblowing Legislation provides for limited circumstances where an Eligible Whistleblower may be protected in respect of the disclosure of a Disclosable Matter to a journalist or parliamentarian.

If you are considering making a disclosure to a journalist or parliamentarian, it is important that you understand the criteria for protection of this disclosure (including the need for a prior disclosure which qualifies for protection under the Whistleblowing Legislation and written notice concerning the intention to make the disclosure before the proposed public interest or emergency disclosure can be protected). You should first consult with the Company's Whistleblower Protection Officer or an independent legal adviser to ensure that you understand whether a proposed public interest or emergency disclosure would qualify for protection before making the disclosure.

## **5 Legal protections available to Eligible Whistleblowers**

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An Eligible Whistleblower who makes a Disclosure (regardless of whether the disclosure is an internal disclosure or a disclosure made to one of the external parties referred to in part 4.3 to 4.5 above) receives various protections under the Whistleblowing Legislation which are described below.

### **5.1 Protection of identity**

The Eligible Whistleblower's identity must be protected and kept confidential. Save for where permitted by the Whistleblowing Legislation, it is unlawful for their identity or information which would allow their identity to be ascertained to be disclosed (contravention of this provision may lead to severe penalties).

The main exceptions to the above rule are where the disclosure of information concerning the Eligible Whistleblower's identity is:

- (a) to ASIC, APRA or a member of the AFP;
- (b) to a legal adviser for the purposes of obtaining legal advice or legal representation concerning the Whistleblowing Legislation;
- (c) with the Eligible Whistleblower's consent; or
- (d) by ASIC, APRA or the Australian Federal Police (AFP) to a Commonwealth, State or Territory body for the purpose of assisting the authority in the performance of its functions or duties.

### **5.2 Protection from detrimental conduct**

It is unlawful for a person to be subjected to detrimental conduct or threats of detrimental conduct where the conduct/threat is motivated by the belief or suspicion that the person or another person made a Disclosure (contravention of this provision may lead to severe penalties).

In this context, detrimental conduct includes the dismissal of an employee, injury of an employee in his or her employment, alteration of an employee's position or duties to his or her disadvantage, discrimination between an employee and other employees of the Company, harassment or intimidation of a person, harm or injury to a person, including psychological harm, damage to a person's property, damage to a person's reputation, damage to a person's business or financial position or any other damage to a person.

A person who has been subjected to detrimental conduct or threats of detrimental conduct may be able to apply to a Court for compensation for loss, damage or injury or other remedies in accordance with the Whistleblowing Legislation. Compensation and other remedies may be available where:

- (a) the person has suffered loss, damage or injury because of a disclosure; and
- (b) the Company failed to take reasonable precautions and exercise due diligence to prevent the detrimental conduct.

If you consider this applies to you, you should seek independent legal advice regarding your options. You can also contact ASIC or APRA for guidance in relation to your rights.

### **5.3 Other legal protections**

If an Eligible Whistleblower makes a Disclosure:

- (a) the Eligible Whistleblower is protected by the Whistleblowing Legislation from any civil, criminal or administrative liability (including any disciplinary action) for making the Disclosure; and
- (b) the Eligible Whistleblower is protected by the Whistleblowing Legislation from any contractual or other remedy being enforced, and no contractual or other right may be exercised against the Eligible Whistleblower on the basis of the Disclosure.

In limited circumstances (i.e. disclosures to regulators and public interest and emergency disclosures), the Whistleblowing Legislation provides that Disclosure will not be admissible in evidence in criminal proceedings against the Eligible Whistleblower or in proceedings for the imposition of a penalty against the Eligible Whistleblower, other than proceedings in respect of falsity of the information.

## **6 Handling and investigation of disclosures**

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### **6.1 Investigations generally**

The recipient of a Disclosure will, as soon as practicable, provide the Eligible Whistleblower's report to the most appropriate person to conduct an initial review. Depending on the circumstances, the person may be someone within the Company (including the recipient). However, where it is not appropriate for the initial review to be conducted by the recipient or someone within the Company, the recipient must take steps to identify and engage an appropriate external party (such as an independent legal adviser) to conduct the initial review.

For the avoidance of doubt, the recipient of a Disclosure must not disclose to the person the identity of the Eligible Whistleblower or information which would allow their identity to be ascertained except where this is allowed by the Whistleblower Legislation (i.e. in the circumstances set out in part 5.1 above).

The person conducting the initial review will make inquiries and may seek input from members of the senior executive team (except to the extent a member is the subject of the report).

The objects of the initial investigation include:

- (a) collecting information, considering that information and concluding whether or not there are reasonable grounds to indicate a Disclosable Matter; and
- (b) where appropriate, making recommendations on appropriate remedial actions or further investigation that should take place (including potential investigations by an external party such as an independent legal adviser or referrals to regulatory bodies) in respect of a Disclosable Matter.

The exact process and timeframe for each initial investigation and any subsequent investigation will vary depending on the nature of the process. Where practicable, the Company's expectation is that initial investigations will be substantially completed within 10 to 20 business days of the original disclosure (recognising that compliance with this timeframe may not always be possible). Any subsequent investigation should be completed as soon as reasonably practicable.

All investigations will be conducted as far as practicable on a confidential basis and in an appropriate manner having regard to the nature of the Disclosable Matter and the surrounding circumstances. The findings of investigations will be documented internally and reported as appropriate to those responsible for the oversight of this policy (subject to any restrictions appropriate or necessary including in relation to the Company's obligations to maintain confidentiality of the identity of the Eligible Whistleblower as described in part 5.1 above). The nature of the documentation and

reporting will depend on the nature of the disclosure. Confidentiality will be observed in relation to handling and storing records.

Any investigation will be independent of the Eligible Whistleblower and any person(s) subject to an allegation in respect of a Disclosable Matter.

The act of whistleblowing does not protect Eligible Whistleblowers from the consequences of any involvement in the improper conduct disclosed in the report (including civil and criminal liability that would flow from that conduct). Involvement in the improper conduct may also lead to disciplinary action, including termination of employment. However, the admissions made by an Eligible Whistleblower may be a mitigating factor when considering disciplinary action.

If a report of a Disclosable Matter subsequently leads to regulatory or Court proceedings, the Eligible Whistleblower who made a report under this policy may be requested by the Company to provide assistance, including as a witness.

## **6.2 Fair treatment of persons named in a Disclosure**

The Company will ensure the fair treatment of any person named in or the subject of a Disclosure including by, as much as is practical and appropriate in the circumstances, keeping their name confidential to the investigation and requiring all other matters discussed as part of the investigation remain confidential.

Any person who becomes subject to an allegation in respect of a Disclosure will be provided an opportunity to understand and respond to the allegations as part of any investigation.

Generally, no adverse action will be taken against a person named in relation to a Disclosure unless warranted at the end of the investigation (save for where action is warranted in advance of the conclusion of the investigation).

A person named in relation to a Disclosure will, as appropriate, be kept informed of the progress and outcomes of the investigation (subject to any privacy and confidentiality obligations and as required by law) including any proposed remedial actions.

## **7 Support for Eligible Whistleblowers**

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The Company firmly believes that those who reasonably suspect or witness misconduct should be able to report their suspicions with the confidence that they will be supported, and not punished or discriminated against for making a disclosure.

Eligible Whistleblowers are encouraged to raise any concerns arising out of a disclosure (or anticipated disclosure) of a Disclosable Matter or any subsequent investigation process via the methods set out in part 4.1 above. The Company will take appropriate action to ensure that any possible detriment is averted if possible and otherwise addressed appropriately. Additional support services may be requested if they are required.

Where appropriate, a senior officer or employee will be assigned to support the Eligible Whistleblower (**Whistleblower Support Officer**) and to act as liaison between the Eligible Whistleblower and any investigation team.

The investigators or the Whistleblower Support Officer will, as appropriate, keep the Whistleblower informed of the progress and outcomes of the investigation (subject to any privacy and confidentiality obligations and as required by law) including any proposed remedial actions.

## **8 General**

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### **8.1 Availability of this Policy**

All officers and employees of the Company will be provided with access to this Policy including via a copy posted on the Company's website.

### **8.2 Monitoring, reviews and updates**

The Board will be informed of any material incidents reported under this Policy as appropriate. The Board will review and update this Policy as required and, at a minimum, every two years to maintain relevance and compliance.

### **8.3 Status of this Policy**

This Policy is not a term of any contract, including any contract of employment, and does not impose any contractual duties, implied or otherwise, on the Company or the Group. This Policy may be varied by the Company from time to time.

## 9 Glossary

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For the purpose of this Policy:

| Defined term                       | Meaning   |
|------------------------------------|---|
| <b>AFP</b>                         | the Australian Federal Police.  |
| <b>APRA</b>                        | the Australian Prudential Regulation Authority.   |
| <b>ASIC</b>                        | the Australian Securities and Investments Commission.   |
| <b>Corporations Act</b>            | the <i>Corporations Act 2001</i> (Cth).   |
| <b>Prescribed Law</b>              | (a) the <i>Corporations Act 2001</i> (Cth);<br>(b) the <i>Australian Securities and Investments Commission Act 2001</i> (Cth);<br>(c) the <i>Banking Act 1959</i> (Cth);<br>(d) the <i>Financial Sector (Collection of Data) Act 2001</i> (Cth);<br>(e) the <i>Insurance Act 1973</i> (Cth);<br>(f) the <i>Life Insurance Act 1995</i> (Cth);<br>(g) the <i>National Consumer Credit Protection Act 2009</i> (Cth);<br>(h) the <i>Superannuation Industry (Supervision) Act 1993</i> (Cth); and<br>(i) any instrument made under any of the above laws. |
| <b>Taxation Administration Act</b> | the <i>Taxation Administration Act 1953</i> (Cth).  |