



Artificial Intelligence (AI) Policy

In this policy, "**Walker**" means Walker Corporation Pty Limited (ACN 001 176 263) as trustee for the L A Walker Family Trust (ABN 92 134 623 291), Walker Group Holdings Pty Limited (ACN 001 215 069) and all their respective Australian domiciled controlled and related entities.

Purpose

Integrating AI into Walker's business operations offers significant opportunities for innovation and growth. However, it is essential to approach AI with a strong focus on propriety and information security. By adhering to the principles outlined in this policy, we can harness the benefits of AI while ensuring ethical, responsible, and secure use of technology. This will protect our business and stakeholders, and foster trust and confidence in our AI initiatives. The outcome of the policy is to ensure we:

- Maintain the propriety of AI applications and outcomes.
- Ensure the ethical and responsible use of AI technologies.
- Protect sensitive and proprietary information from unauthorised access and misuse.
- Establish clear guidelines for developing, deploying and monitoring AI systems.

Scope

This policy applies to all Walker employees and consultants involved in developing, deploying and using AI technologies within our business. It encompasses all AI systems, including but not limited to machine learning models, natural language processing tools, and predictive analytics platforms.

Use of AI systems by contractors and third party vendors when processing Walker information will be governed by strict contractual arrangements with those persons and entities.

Use of Approved AI Systems only

In performing their duties at work, Walker employees and consultants must not use or access any form of AI product or system other than in accordance with the procedure set out below.

Protecting sensitive and proprietary data is paramount. Walker operated a pilot AI program with licensed versions of Microsoft CoPilot, ChatGPT and Dropbox Dash, and is satisfied with the outcomes of those pilot programs. When licensed correctly, these systems allow for sensitive company information to be analysed and processed by the AI models without retaining sensitive data. Accordingly, only licensed versions of the following products are to be used when processing company information:

- **Microsoft CoPilot:** a trusted Walker-approved system that integrates seamlessly into the Microsoft 365 suite of products.
- **ChatGPT:** an advanced natural language processing system with human-like conversations and diverse tasks, including writing, coding and answering questions.

Before using any of the above systems, Walker employees and consultants must make a request for approval via the Walker ITSM Portal "Request Software Form", and obtain approval prior to proceeding to use the system.

Walker employees and consultants must refrain from using any other AI system or product when processing company information (unless first approved in writing by the Chief Information Officer), and must otherwise comply with directions from Walker IT concerning AI system usage.



Training and Awareness

Walker IT will provide assistance and resources to employees and consultants to ensure they understand the application of this policy, the principles of ethical AI use, and their responsibilities in maintaining propriety information security.

Responsibilities

Any breach, accidental or otherwise, should be reported to Walker IT to ensure appropriate compliance with reporting requirements and to mitigate potential harm.

Review

This policy will be reviewed annually and updated as necessary to ensure continued compliance with relevant laws, regulations and standards.