

COMPANY WHISTLE BLOWING POLICY STATEMENT

The Public Interest Disclosure Act 1998 protects employees who 'blow the whistle' about wrongdoing from being subjected to a detriment. It makes provision about the kinds of disclosure which may be protected, the circumstances in which such disclosures are protected and the persons who may be protected. This policy implements those requirements and is intended to encourage employees to make disclosures about wrongdoing to the Company, without fear of reprisal, so that problems can be identified and resolved quickly.

This policy has been developed to ensure that employees are permitted to speak freely and without being subject to disciplinary action or victimisation if they:

- Make the disclosure in good faith.
- Reasonably believe that the information disclosed, and any allegation contained in it, is substantially true; and
- Do not act for personal gain.

The policy is intended to protect:

- Employees who raise genuine and legitimate concerns in relation to financial malpractice, miscarriages of justice, dangers to health and safety and risks to the environment.
- Other individuals who perform work for the Company who raise genuine and legitimate concerns.
- The Company and other employees and workers against false, vexatious or malicious accusations.

Name: Gary Hewitt
Position Managing Director
Date: 1st June 2023
Signature:
Review: 1st June 2024