



## **Whistleblowing Policy**

Industrial Labour Ltd is committed to the highest standards of honesty, openness and accountability. It aims to ensure that it operates in a responsible manner. It recognises that individual members of staff as well as contractors have an important role in helping to achieve this aim. Maintaining high standards of behaviour in business and doing so with integrity is a part of our reputation. It is therefore important that those who work with us can confidently speak about any wrongdoing, whether this is directly seen or merely suspected.

This policy is to assist those who work with us to feel confident to raise such concerns and speak out on any wrongdoing without fear. Industrial Labour Limited Ltd will assist those who report concerns and protect them from victimisation and reprisals. Everyone should report genuine concerns they may have about any suspected or actual wrongdoing. Wrongdoing can take different forms and can have a negative impact on the company or the public. Everyone is encouraged to raise their concerns at an early stage in order to safeguard our reputation and those that may be affected.

You can raise concerns in a number of ways. In the first instance, refer your concerns to your Industrial Labour Ltd line manager or any other senior manager in writing to Industrial Labour Limited. If you are unable to speak to anyone senior, you can report to a director, and they will be able to handle your concerns appropriately.

In order to give confidence, you should be aware that Industrial Labour Ltd will not take any action against you in the event you are found to have been involved in the wrongdoing or made false or malicious reports.

If you have raised a concern or reported wrongdoing, you should not be subjected to any form of victimisation or harassment (including bullying) by anyone. If you do experience any of these, you can report it directly to any member of senior management.

All reports and concerns raised in line with this policy will be treated in confidence. All concerns will be initially reviewed, and we will make a decision on how the concern will be investigated. You may be contacted in order for the investigators to obtain more information from you and we encourage you to liaise with them. If you provide your personal details, we will endeavour to protect your identity unless you give up express permission in writing to do so; there is evidence to suggest you are involved in the wrongdoing reported; we are required to do so in law; it is necessary to allow the investigation of underlying facts; or it is provided in the strictest confidence to a lawyer for the purpose of obtaining legal advice.



You may also choose to raise your concerns anonymously. Industrial Labour Ltd will respect this, however if you do raise a concern or provide a report, we ask that you provide as much information as possible to allow investigations to run without hindrance. Failing to provide critical or detailed information may result in the report not getting to the investigation stage.

This policy will be reviewed annually, as a minimum.

Signed T McCarthy

Position Director

Date 30/09/2025