



## 11. Whistle Blowing Policy

aspires to the highest possible standards of service and behavior and as a minimum will operate within the legislative and legal framework that applies to it. To meet these standards, we rely on the honesty and integrity of its entire staff irrespective of level or status within the organization. The company will take prompt steps to investigate and remedy any deficiencies brought to its attention in accordance with this statement. Just as it is the company duty to maintain standards, it is the obligation of every member of staff to bring malpractice or problems to the company's attention. Any worker who reasonably believes in good faith that any business activities of the division or its workers

- Pose a danger to the health and safety of any worker or any other individual.
- Threaten to cause actual damage to the environment.
- Involve the commission or likely commission of a criminal offence, including acts of fraud against the company.
- Involve failure to comply with a legal obligation (under any statute, regulation, and contract or at common law).
- Interfere with proper judicial process (such as, for example, destruction of evidence in any proceedings involving the company).
- Involve a deliberate cover-up of any of the above

Should promptly report this fact to the HSEQ consultant (name available from contract administration manager). The policy statement is not applicable to employment-related issues with, or grievances against, co-workers or managers; the standard grievance procedure will then apply.

The company has developed a procedure to investigate and action all reports received by the disclosure officer. The worker who has made any disclosure will be kept generally informed of what action has resulted from the disclosure and may be asked to co-operate further in any investigation.

The outcome of the investigation may be either that the disclosure officer is satisfied that the concern/issue raised is unjustified or incorrect or, where the concern/issue was justified, and/or correct, appropriate steps will be taken by the company in response.

Any worker who makes a good faith disclosure under this policy is performing a valuable service to the company and will be protected from any detrimental actions for having done so. The taking of any detrimental action against any worker who has made a good faith disclosure under this policy because of that disclosure, will be a disciplinary offence.

Managing Director

7<sup>th</sup> June 2024

