



Whistleblowing Policy

Purpose

To encourage staff to report suspected wrongdoing or dangers in our business or supply chains, including modern slavery.

Scope

This policy applies to all current and former employees, contractors, and suppliers.

Policy Statement

We are committed to conducting business with honesty and integrity. We encourage the reporting of any suspected unethical or illegal conduct, including modern slavery. **Reporting Mechanisms**

Reports can be made confidentially to line managers, HR, or directly to the Director. Anonymity will be protected where requested.

Protection and Support

Whistleblowers will be protected from retaliation or victimisation as a result of raising a concern.

August 2026

