



## WHISTLE BLOWING POLICY STATEMENT

Euroclad Ltd has implemented a 'Whistle Blowing Policy' to allow employees who feel or suspect that the company or persons within the company are guilty of any malpractice, which is tantamount to a criminal offence, to raise a concern and be confident that they will not suffer any form of retribution or detriment if they follow the company's Whistle Blowing Procedure.

All organisations can face the risk of things going wrong or of unknowingly harboring malpractice. Euroclad Ltd believes it has a duty to identify such situations and take the appropriate measures to remedy the situation. By encouraging a culture of openness within our organisation we believe it can help prevent malpractice.

Employees are encouraged to raise any concerns relating to malpractice at work. All staff enjoy statutory protection if they raise these concerns in the right way. The policy is designed to give you that protection. Provided you have reasonable belief that your disclosure is in the public interest and you comply with the Whistle Blowing Policy, it does not matter if you are mistaken.

The Whistle Blowing Policy and procedure are available on the intranet and within the Central Reference binders in relevant areas of the business and can be found under section HR-F.

By knowing about malpractice at an early stage, the Company stands a good chance of taking the necessary steps to safeguard the interests of all staff and protect the organisation. The main purpose of this policy and associated procedure is to give employees the opportunity and protection they need to raise concerns internally. The Company would expect that in almost all cases raising concerns internally would be the most appropriate action for you to take.

However, if there are circumstances of exceptional serious failure or circumstances, which would prevent employees from raising their concerns internally, and they honestly believe the information and any allegations are true but cannot be raised internally, the Company has joined EXPOLINK who are a completely independent organization with impartial staff who handle all calls. This is an anonymous reporting facility for all employees and third parties which can be accessed 7 days a week and 24 hours a day on the following Free phone number: 0800 374 199.

Managing Director

A handwritten signature in black ink, appearing to read "D. A. Cook", written over a horizontal line.

HR Director

A handwritten signature in black ink, appearing to read "E. Swiers", written over a horizontal line.