



G&A Barnie Group Ltd. is committed to the highest standards of integrity, openness and accountability. We encourage employees and others working with us to raise concerns about wrongdoing at the earliest opportunity, so that they can be investigated and resolved. This policy applies to all employees, agency staff, contractors, consultants, and others engaged by the company.

## What is Whistleblowing?

Whistleblowing is the disclosure of information that you reasonably believe is in the **public interest** and shows wrongdoing. Examples include:

- Criminal activity (e.g. theft, fraud, bribery, tax evasion)
- Breaches of health & safety or environmental obligations
- Failure to comply with legal or regulatory duties
- Miscarriage of justice
- Deliberate concealment of any of the above

This policy is not for personal grievances, which should be raised under the company's Grievance Procedure.

## How to Raise a Concern

Concerns should be reported as soon as possible to your Line Manager. If this is not appropriate, or you feel uncomfortable raising it with them, you can contact:

- QHSE Manager for health, safety or environmental concerns
- A Company Director

Concerns can be raised verbally or in writing and should include as much detail as possible (names, dates, events).

## Confidentiality and Protection

Your identity will be kept confidential as far as possible. We will support anyone raising a concern in good faith and protect them from dismissal, victimisation, or other detriment. Deliberately false or malicious allegations will be treated as a disciplinary matter.

## Investigation and Outcome

All whistleblowing concerns will be investigated fairly, promptly and sensitively. You will be kept informed, where possible, of the progress and outcome of the investigation.

If you are not satisfied with the outcome, you may escalate your concern to the Managing Director.

## External Reporting

If you feel it is necessary to raise the matter outside the company, you may contact a relevant prescribed body (e.g. Health and Safety Executive, Environment Agency) or seek confidential advice from the whistleblowing charity **Protect** at [www.protect-advice.org.uk](http://www.protect-advice.org.uk) or 020 3117 2520.

Signed By: Alex Barnie

Dated: 13/12/2025

Signed:

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