

WHISTLE BLOWING POLICY

Whistle-blowing policy

Harringtons Builders Plc is committed to a free and open culture in dealings between its officers, employees, customers, suppliers and all people with whom the Group engages in business relations.

The company recognises that effective and honest communication is essential to maintain our business values and to ensure that instances of business malpractice are detected and dealt with.

Purpose

The purpose of this policy is to encourage everyone whether they are full time or part time employees, agency staff, agents, contractors, suppliers or customers of the Group to report any business misconduct without risk to themselves.

Application

This policy will apply in cases where you genuinely and in good faith believe that business misconduct is occurring, has occurred or may occur within the Interserve Group.

Below are some examples of business misconduct:

- criminal activity;
- a person not complying with any legal obligation;
- instances of slavery, servitude, forced and compulsory labour and human trafficking in Interserve or anywhere within its supply chain;
- the use of deception to obtain an unjust or illegal financial advantage for the business unit or personally;
- a miscarriage of justice;
- danger to the health and safety of an individual;
- damage to the environment;
- a fundamental breach of internal control or policy;
- intentional misrepresentation directly or indirectly affecting financial statements;
- serious non-professional or non-ethical behaviour including harassment and bullying; and
- deliberate concealment of information relating to any of the above.

This policy is separate from the grievance procedure as described in your employee handbook. It does not form part of any employee's contract of employment.

Signed by:



Scott Carr
Director of Health, Safety and Environment
for and on behalf of Harringtons Builders PLC

Dated: 01st February 2021

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