



Whistleblowing Policy

Introduction

Employees may, in properly carrying out their duties, have access to, or encounter, information of a confidential nature. Their terms and conditions provide that except in the proper performance of their duties, employees are forbidden from disclosing, or making use of in any form whatsoever, such confidential information.

However, the law allows employees to make a 'protected disclosure' of certain information. To be 'protected', a disclosure must relate to a specific subject matter, and the disclosure must also be made in an appropriate way. Whistleblowing protection is confined to a disclosure which, in the reasonable belief of the employee making the disclosure, is made in the public interest.

HSPCL ("the Company") is committed to be compliance with the Bribery Act 2010. The Company actively encourages a culture of honesty and openness and therefore all employees are required to bring up to their manager or other designated person any issue that, in the employee's opinion, might constitute bribery or corruption. Details are contained in the HSPCL Anti-Bribery Policy

Specific Subject Matter

If, in the course of employment, an employee or delegate becomes aware of information which they reasonably believe tends to show one or more of the following, they must use the Company's disclosure procedure set out below:

That a criminal offence has been committed is being committed or is likely to be committed.

That a person has failed, is failing or is likely to fail to comply with any legal obligation to which he/she is subject.

That a miscarriage of justice that has occurred, is occurring, or is likely to occur.

That the health or safety of any individual has been, is being, or is likely to be, endangered.

That the environment, has been, is being, or is likely to be, damaged.

That information tending to show any of the above, is being, or is likely to be, deliberately concealed.

That the business or any associated person has been, is being, or is likely to be receiving or offering bribes.

That any foreign official has been, is being, or is likely to be bribed or offered facilitation payment by the company or any associated person.

Disclosure Procedure

Information which any person reasonably believes tends to show one or more of the above should promptly be disclosed to Peter Robertshaw so that any appropriate action can be taken.

No person will suffer any detriment of any sort for making such a disclosure in accordance with this policy.



However, failure to follow this policy may result in the disclosure of information losing its 'protected status.'

For further guidance in relation to this matter or concerning the use of the disclosure procedure generally, people should speak in confidence to Peter Robertshaw.

This policy has been approved & authorised by:

Name: **Peter Robertshaw**

Position: Director

Date: 1st January 2026

Signature: