

AMP010 ARINITE WHISTLEBLOWING POLICY

20/01/2026

Purpose

This Whistleblowing Policy establishes a framework for employees, contractors, and other stakeholders to report suspected wrongdoing, misconduct, or violations of law, regulation, or company policy in a safe and confidential manner, without fear of retaliation.

What to Report

Report any reasonable concern about:

- Fraud, theft, or financial misconduct
- Breaking laws or regulations
- Health and safety dangers
- Discrimination, harassment or abuse of authority
- Bribery or corruption
- Cover-ups of any wrongdoing
- Data protection or privacy breaches
- Environmental damage

When in doubt, report it.

How to Report

Choose any method that works for you.

Reports can be made through any of the following channels:

- Arinite Directors: b.tuite@arinite.com or r.winsloe@arinite.com
- HR & Project Management: k.thwaites@arinite.com or h.jackson@arinite.com
- DPO@arinite.com
- Written Report: Submit a written report in a sealed registered post envelope marked "Confidential" to any of the above Directors or Managers at Warnford Court, 29 Throgmorton Street, London EC2N 2AT.
- If the situation is deemed an emergency, or there is immediate danger please report this immediately to Brendan Tuite via 07718 181656.

You can report anonymously in writing, but without contact information we will not be able to follow up with you.

What Happens Next

We will:

- Acknowledge your report within 5 working days (if you've provided contact information)
- Investigate promptly, fairly and proportionately
- Keep your identity confidential where possible – but this cannot be enforced when it is a legal issue
- Take action if we find wrongdoing
- Update you on the outcome when appropriate

Your Protection

No retaliation allowed: We prohibit any punishment, threats, or negative treatment against people who report concerns in good faith. This includes firing, demotion, harassment, or any other adverse action. If you experience retaliation, report it immediately.

Good Faith Requirement

Make reports honestly based on reasonable belief. False or malicious reports may result in disciplinary action.

External Reporting

You can also report concerns directly to law enforcement or regulatory authorities at any time.

Contact Information

For questions or concerns regarding this policy, contact:

Email: info@arinite.com

Policy Review

This policy will be reviewed annually.

Heather Jackson

HEATHER JACKSON - Director
SIGNED ON BEHALF OF ARINITE LIMITED

20th January 2026

Next Review Due: January 2027