



Whistle Blowing Policy Statement

January 2024



WHISTLE BLOWING POLICY STATEMENT

MacInnes Bros Ltd have an internal procedure in place in order to professionally identify and act upon any misconduct within the company and to allow any concerns to be communicated in the greater interest of both personnel and the organisation.

MacInnes Bros Ltd welcomes and encourages the reporting of any concerns from all personnel within the company. Any concerns or suspicions regarding bullying/harassment, breach of safe working practices and any general misconduct within the working environment are encouraged to be brought to the attention of our Managing Director, Ewen P. MacInnes.

Any voicing of concerns to Ewen P. MacInnes will be treated with the utmost confidentiality and anonymity. We aim to achieve the highest possible standard of equality, honesty and transparency throughout the entire organisation. We believe this creates a healthy work culture and motivational workplace.

Ewen P. MacInnes has the overall responsibility for the wellbeing of all employees and will decide the best course of action to be taken.

Signed:

A handwritten signature in blue ink, appearing to be 'Ewen P. MacInnes', written over a horizontal line.

Managing Director

Date: 25.01.2024