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	FEI.POL.1.7	1	WHISTLEBLOWING POLICY	AJ	29/01/2024

## FEI Foods Ltd Whistleblowing Policy

FEI Foods Ltd is committed to maintaining the highest standards of ethical conduct, transparency and accountability in all aspects of its operations. As part of this commitment, we encourage employees and stakeholders to come forward with any concerns or suspicions about unethical or illegal conduct within our organisation. This Whistleblowing Policy outlines the principles of this commitment, with specific detail on the procedure itself contained within our staff handbook:

- **Leadership Commitment:** We are committed to providing a safe and confidential environment for individuals to report concerns related to unethical behaviour, illegal activities, or violations of company policies. We recognise the importance of whistleblowing in maintaining the integrity of our organisation. The head of human resources is responsible for the fulfilment of this policy with heads of department accountable for supporting team member knowledge and awareness.
- **Areas of concern:** This policy covers all matters that could be perceived as wrongdoing, including but not limited to financial misconduct, fraud, corruption, harassment, discrimination, food safety violations, health and safety violations, environmental issues, and issues related to modern slavery.
- **Confidentiality:** We will maintain complete discretion and confidentiality throughout the whistleblowing process, ensuring that information related to the reporter, the subject of the report, and the investigation itself will be disclosed only to those who need to know for the purposes of resolving the report. Where requested, anonymity will be preserved as far as possible.
- **Investigation:** A dedicated and appropriate team or individual will be responsible for investigating reported concerns in a timely manner, taking particular care to ensure the investigation is conducted thoroughly and impartially while respecting the rights of all parties involved.
- **Non-Retaliation:** Protection will be ensured for all individuals against any form of retaliation for individuals who report concerns in good faith, with immediate and appropriate action taken against any perpetrators of retaliation.
- **Feedback:** We will provide feedback to the reporter on the outcome of the investigation to the extent allowed by law and company policy, communicating the steps taken to address the reported concern without disclosing confidential information.

**Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.**

Signed:



Simon Lewis  
Managing Director

Date:

29/1/24

Signed:



Aled Jones  
Head of HR

Date:

29/1/24