

## Whistleblowing Policy

*Company is committed to ensuring that employees can speak up with confidence if they have any concerns or need to ask for help. If employees suspect or observe anything that they think might be in contravention of this policy, they have an obligation to report it.*

*In addition, company has been committed to receiving, documenting and addressing complaints or grievances received from internal or external interested parties and stakeholders (including clients and whistle-blowers or witness).*

***“Raise your concerns with the QEMR in the first instance. Alternatively, report your concerns under the Whistleblowing Policy.”***

*Company will not tolerate retaliation in any form against anyone for raising concerns or reporting what they genuinely believe to be improper, unethical or inappropriate behaviour (bribery issues etc.). All reports will be treated confidentially.*