



<b>Whistleblower Policy</b>	WCL:	5
	Issue:	1.1
	Written By:	Tony Bailey
	Issue Date:	06/11/2024

## 1 Scope

- 1.1 Waterside Colours is committed to maintaining the highest ethical standards and fostering a culture of transparency and accountability. We recognize the importance of allowing employees, stakeholders, and other individuals to report concerns, complaints, or potential violations of our Corporate Social responsibility (CSR) commitments. This Whistleblower Policy is designed to provide a confidential and secure channel for such reports.
- 1.2 The policy covers various reporting categories, including abuse of power, bribery, competition law, conflict of interests, corruption, fraud, sexual harassment, labour and human rights abuses, Modern slavery, and human trafficking abuses. This list is not exhaustive, other wrongdoing that does not fit into these categories can also be reported following the whistle blower policy.
- 1.3 This Whistleblower Policy applies to all employees, contractors, suppliers, customers, and other stakeholders of Waterside Colours. It covers reporting mechanisms, confidentiality, protection from retaliation, and the handling of reported concerns.

## 2 Reporting Mechanisms

2.1 Concerns, complaints or potential violations related to any activities outlined in section 1.2, or any other potential violations of law, or improper behaviour, can be reported in the following ways:

- Contact your Direct Supervisor/ Manager
- Contact the General Manager
- Report your concerns on the [Whistle blower software reporting link](#).
- Or follow the QR Code:



2.2 Waterside Colours encourages individuals to report concerns anonymously, following the above link to “Whistleblower Software”, if they are uncomfortable disclosing their identity.

## 3 Anonymous Reporting

3.1 The Company recognizes that whistleblowers may prefer to remain anonymous. The whistleblower Software reporting link in section 2 provides the option for anonymous reporting. However, individuals making anonymous reports are encouraged to provide as much detail as possible to facilitate a thorough investigation.



## 4 Protection for Whistleblowers

- 4.1 The Company is committed to protecting the confidentiality and anonymity of whistleblowers to the fullest extent permitted by law. Any attempt to retaliate against or harass a whistleblower will not be tolerated and may result in disciplinary action, up to and including termination of employment. Retaliation includes, but is not limited to, adverse employment actions, intimidation, threats, or any other form of reprisal.

## 5 Investigation & Resolution

- 5.1 Upon receiving a report, the Company will promptly initiate an investigation. The investigation will be conducted in a fair and impartial manner. The Company will take appropriate corrective actions if a violation is substantiated.

## 6 Reporting to Authorities

- 6.1 If the reported concern involves illegal activities or regulatory violations, the Company may be obligated to report the matter to the relevant authorities in accordance with applicable laws and regulations.

## 7 Non-Retaliation

- 7.1 Employees who report concerns in good faith will not face adverse employment consequences for doing so, even if the report is not substantiated.

## 8 False Reports

- 8.1 Knowingly making false or malicious reports is a violation of this policy and may result in disciplinary action.

## 9 Approval

<b>Signed &amp; Approved By:</b>	<i>Brian Acklam</i>
<b>Printed:</b>	Brian Acklam
<b>Role:</b>	General Manager
<b>Date:</b>	06/11/2024



## 10 Document Control

<b>Issue Number</b>	<b>Issue Date</b>	<b>Reason for change</b>
1.0	06/10/2023	Start of document
1.1	06/11/2024	Reviewed without change

