

## 1. Purpose

Robert Bird Group believes in conducting business with integrity, while maintaining the highest ethical standards and adhering to our rules, values, and statutory obligations.

## 2. Applicable to

This policy applies to all Robert Bird Group operations.

## 3. Policy

### To achieve this, we are committed to:

- Providing those involved with our Organisation a safe environment in which to raise alleged Disclosable Conduct and
- Investigating complaints of suspected impropriety in an objective manner.

Robert Bird Group prohibits any form of punishment, disciplinary or retaliatory action being taken against any employee for raising or helping to address a genuine concern in an appropriate manner.

To this end, RBG has put in place this Policy and the referred Whistleblower Procedure which provide employees and external parties with well-defined and accessible channels within the Organisation.

## 4. Related Documents

- Whistleblower Procedure

Document Number	Issue	Approval Date
CLR P-5_RBG	2	11/10/2023
Document Owner	Approved By	
Chief Executive Officer	Chief Executive Officer	