TENSATOR®
leading the customer journey

Whistle Blowing Policy

Tensator Limited (the **Employer**, **we**, **our** or **us**) is committed to upholding and providing information about our **Staff Members**' rights in relation to making qualified and protected disclosures (i.e. whistleblowing), to help our organisation operate with honesty and integrity. We expect all Staff Members to maintain high standards, however, we recognise that all organisations face the risk of things going wrong from time to time and the risk of unknowingly harbouring illegal or unethical conduct.
A culture of openness and accountability is essential for preventing such situations from occurring and for addressing them when they do.

All Staff Members should have the confidence to raise a suspected wrongdoing and should know that it will be taken seriously and investigated as appropriate. Staff Members raising genuine concerns should be able to do so without fear of reprisals, even if the Staff Member turns out to be mistaken.
Any questions in relation to this Policy should be referred to line manager in the first instance.

Should employees come across malpractice in the workplace, they should inform someone who can act on the disclosure. Although employees may have concerns or questions relating to any area of the Company's activities, examples of particular areas that may give rise to concerns or questions are:

- Danger to health and safety
- Danger to the environment
- Breach of contract
- Breach of legal obligation
- Negligence on the part of the Company
- Misconduct
- Financial conduct of the Company or any of its employees
- Criminal activity
- Any attempt to cover up any of the above

Employees should inform their line manager immediately if they become aware that any of the specified actions are happening (or have happened, or are likely to happen).

In more serious cases (for example, if the allegation is about the actions of their line manager), employees should raise the issue with senior management or email telltensator@tensator.com. Alternatively, employees may raise a formal grievance using the Company's Grievance Procedure. All allegations will be investigated thoroughly. Depending on the complexity of the matter, it may take time to investigate.

In any event, any concerns raised will be treated in confidence and employees will not be penalised for informing management about any of the specified actions.