

Whistleblowing Statement

1. Our Commitment

We are committed to conducting business with honesty, integrity and accountability. We recognise that a strong and transparent organisation depends on individuals feeling confident to speak up when something does not seem right. We therefore encourage employees, workers, contractors, suppliers and other stakeholders to raise genuine concerns about wrongdoing, malpractice, unethical behaviour or risks to people, the environment or the business. Creating a positive 'speak up' culture is an important part of our commitment to responsible business practices and continuous improvement.

2. Encouraging a Speak-Up Culture

At Venesky Brown, we believe that concerns raised in good faith should be welcomed and addressed appropriately. Early reporting of concerns helps us identify potential issues, prevent harm and strengthen our governance arrangements. We encourage individuals to raise concerns as soon as possible where they believe there may be unlawful activity, breaches of professional standards, risks to health and safety, environmental concerns, financial misconduct or other forms of wrongdoing. We are committed to listening carefully, taking concerns seriously and responding in a fair and proportionate manner.

3. Accessible Reporting Channels

We aim to make the reporting of concerns straightforward and accessible. Individuals can raise concerns through a range of channels, including line management, our HR team, senior leadership and our confidential reporting mechanisms. We recognise that different circumstances require different reporting options and are committed to providing routes that allow concerns to be raised safely and appropriately. Concerns may be reported anonymously where preferred, although providing contact details can assist with investigations and follow-up communication.

4. Confidentiality, Protection and Support

We understand that raising concerns can feel difficult. We are committed to protecting individuals who raise genuine concerns in good faith and will not tolerate retaliation, victimisation or any other detrimental treatment as a result of speaking up. Confidentiality will be maintained wherever reasonably possible and information will only be shared where necessary to investigate concerns, fulfil legal obligations or protect individuals and the business. Our objective is to ensure that everyone feels safe, respected and supported when raising concerns.

5. Investigation and Accountability

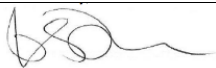
All concerns raised under our whistleblowing arrangements are assessed appropriately and investigated where required. Investigations are conducted fairly, objectively and proportionately, taking into account the nature and seriousness of the concern. Where issues are identified, corrective actions may be implemented to address root causes, strengthen controls and prevent recurrence. We are committed to learning from concerns raised and using them to improve our systems, processes and culture.

6. Training, Monitoring and Continuous Improvement

Whistleblowing awareness forms part of our wider governance and compliance framework. Employees receive guidance and training to help them understand when and how concerns should be raised and the protections available to them. We regularly review our procedures to ensure they remain effective, accessible and aligned with legislative requirements and best practice. By promoting openness and accountability, we seek to strengthen trust throughout our organisation and supply chain.

7. Looking Ahead

Venesky Brown is committed to maintaining a culture where integrity, transparency and ethical behaviour are embedded in everything we do. By encouraging individuals to speak up, protecting those who raise concerns and responding appropriately when issues are identified, we aim to maintain the highest standards of governance and corporate responsibility. We will continue to review and strengthen our whistleblowing arrangements to ensure they remain effective and trusted by all stakeholders.

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