



# Whistleblowing Policy

JTL conducts its business with the highest standards of integrity and honesty at all times and expects all employees to maintain these same standards in everything they do, both in and outside of work. Employees are therefore encouraged to report any wrongdoing by JTL or its employees that falls short of these business principles. These standards are outlined in the JTL Code of Conduct.

The Public Interest Disclosure Act 1998 protects employees who report wrongdoing within the workplace, but it is the aim of this policy to ensure that, as far as possible, JTL's employees are able to tell the Company about any concerns at work about any dangers or illegalities which may affect others, which they believe has occurred or is likely to occur.

JTL recognises that employees may not always feel comfortable about discussing their concerns initially, especially if they believe that JTL itself is responsible for the wrongdoing. The aim of this policy is to ensure that employees are confident that they can raise any matter with JTL that concerns them in the knowledge that it will be taken seriously, treated as confidential and no action will be taken against them for raising the issue. Whistleblowing should be viewed as a valuable activity which can positively influence our lives and improve the business, and which can address potential serious issues before any damage is done.

Employees are encouraged to use the procedure set out below if they have any concerns at all about wrongdoing at work, including any criminal offence, a failure to comply with legal or contractual obligations, a miscarriage of justice, a health and safety danger, an environmental risk or a concealment of any of these.

Employees are also encouraged to use this procedure in reporting any allegations of bribery or corruption, or any suspected breaches of the Fraud Policy. Employees are assured that any allegations of bribery or corruption will be treated in a safe and confidential manner.

This policy is reviewed and approved annually by the JTL Board.

Signed:



Dated: 15/12/2022

Sir John Low  
Chair