

## Whistleblowing Policy

General Information	
Title: Whistleblowing Policy	Contact Info: Chris Archer
ID: WBP	Revision Number: 2
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Moncaster Wire Products Limited Whistleblowing Policy:

### Whistleblowing Policy

Moncaster Wire Products Limited is committed to the highest standards of openness, probity and accountability. We expect employees and others we deal with who have serious concerns about any aspect of the company's work to come forward and voice those concerns.

### Scope

This policy applies to all employees, contractors, suppliers and other stakeholders of Moncaster Wire Products Limited. It covers concerns about malpractice, impropriety or wrongdoing in the following areas:

- Criminal offences
- Breach of legal obligations
- Miscarriages of justice
- Dangers to health, safety or the environment
- Covering up any of the above

### Safeguards

Moncaster Wire Products Limited recognises that the decision to report a concern can be a difficult one, not least because of fear of reprisals. We will not tolerate harassment, victimisation or discrimination against anyone raising a genuine concern and will provide support to whistleblowers.

Concerns will be treated confidentially and every effort made to protect the whistle-blowers identity, if requested. Concerns can be raised anonymously, but this may impede investigation.

### Raising a Concern

In the first instance, concerns should be raised with the employee's line manager or the HR department. If this is not appropriate, concerns can be raised directly with the Commercial Manager.

Concerns should be raised in writing providing full details and any supporting evidence. Include dates, locations and names of those involved.

### How Concerns Will Be Handled

All disclosures will be taken seriously and promptly investigated by appropriate parties with relevant experience. A response on actions taken will be provided within 10 working days of the initial disclosure.

Moncaster Wire Products Ltd  
Cavatorta group of Companies


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If wrongdoing is uncovered, appropriate measures will be taken including potential disciplinary action, notifying regulators or referring to authorities for further investigation as needed.

Moncaster Wire Products Limited will do its best to protect the whistleblower identity when requested (unless required by law). It must be understood that anonymity may impede the investigation.

This policy aims to provide an internal mechanism for reporting misconduct to allow investigation and resolution. It does not cover personal grievances which are addressed through other company policies and procedures.

General Information	
<b>Signature:</b>	
<b>Name:</b>	Chris Archer
<b>Title:</b>	Commercial Manager
<b>Date:</b>	05/01/2024

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