



"Whistleblowing" Policy

IMSP 007

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Midland Steel Reinforcement Supplies Ltd, Midland Steel Reinforcement Supplies GB Ltd and MW Steel Trading, hereafter referred to as Midland Steel Reinforcement Supplies are dedicated to the highest ethical and professional standards of conduct and complies with all applicable laws and regulations. Our employees are expected to share in this responsibility by obeying laws and regulations and following all Company policies and procedures.

This Policy lays down the procedure for staff to follow if they have concerns about any wrongdoing connected with the Company, without fear of adverse repercussions to the individual. This Policy aims to ensure the Company's compliance with relevant Protected Disclosures legislation in the relevant legal jurisdiction. This legislation aims to provide statutory protections within which all workers can feel safe in raising concerns regarding potential wrongdoing that has come to their attention in the workplace.

PROTECTION AND SUPPORT

This policy is designed to:

- support our values;
- ensure employees can raise concerns without fear of suffering retribution;
- and provide a transparent and confidential process for dealing with concerns

If any employee believes reasonably and in good faith that malpractice exists in the work place, then he or she should report this immediately to their own line manager. However, if for any reason they are reluctant to do so, then they should report their concerns to the Managing Director.

Upon receiving a report of an alleged violation, Midland Steel Reinforcement Supplies will conduct an investigation in accordance with any related laws, regulations, policies and/or procedures.

Principles

- All concerns raised will be treated fairly and properly;
- We will not tolerate the harassment or victimisation of anyone raising a genuine concern;
- Any individual making a disclosure will retain their anonymity unless they agree otherwise;
- We will ensure that any individual raising a concern is aware of who is handling the matter;
- We will ensure no one will be at risk of suffering some form of retribution as a result of raising a concern even if they are mistaken. We do not however extend this assurance to someone who maliciously raises a matter they know to be untrue.

Failure to make a report may result in disciplinary action up to and including termination of employment.

Signed

Tony Woods
Managing Director

Date: 04/04/2023