



WHISTLE-BLOWER POLICY

Verbrec is committed to the highest standards of conduct and ethical behaviour in all of our business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance.

This Policy is supported by the Verbrec Whistle-blower Support Procedure (VBC-EX-PRO-0003) which:

- Promotes the responsibility of all current and former directors, executives, employees, contractors, associated personnel, consultants, and advisors (Relevant Persons) of Verbrec to report any inappropriate conduct within the organisation.
- Details the channels through which inappropriate behaviour or any other Disclosable Conduct can be reported.
- Outlines the process that will be used for dealing with reports of inappropriate behaviour or other Disclosable Conduct.
- Encourages Relevant Persons to report any inappropriate behaviour or other Disclosable Conduct, by emphasising the protections offered to those who do so in good faith; and
- Ensures that inappropriate behaviour or other Disclosable Conduct is addressed appropriately.

Verbrec encourages the Relevant Persons to exercise their responsibility to raise concerns about any known or suspected unlawful actions, inappropriate behaviour, or any other Disclosable Conduct within the organisation.

Verbrec encourages the reporting of any instances of suspected unethical, illegal, fraudulent, or undesirable conduct involving Verbrecs' businesses and provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation, disadvantage, or reprisal.

Prompt and appropriate action will be taken to investigate each concern raised to ensure that any reported conduct is properly addressed.

Linton Burns
Managing Director

March 2022

Date