

## 1. Purpose

This policy provides a framework for employees and stakeholders to raise concerns about wrongdoing, malpractice, or risks without fear of retaliation. It supports compliance with the Public Interest Disclosure Act 1998 (PIDA) and reflects our values of integrity, openness, and accountability.

## 2. Scope

Applies to all:

- Employees, apprentices, and agency workers.
- Contractors, suppliers, and consultants.
- Any third parties with a relationship to Cadman Cranes.

## 3. Policy Statement

- Cadman Cranes encourages the reporting of concerns in good faith, including but not limited to:
  - Criminal offences or unlawful activity.
  - Breaches of health, safety, or environmental law
  - Financial malpractice, fraud, or corruption.
  - Breaches of company policy or client requirements.
  - Concealment of wrongdoing.

We commit to:

- Treat all disclosures seriously.
- Protect whistleblowers from victimisation.
- Investigate concerns promptly and confidentially.
- Take corrective action where wrongdoing is identified.

## 4. Responsibilities

**Board:** Oversee whistleblowing arrangements and receive anonymised annual reports

**Managing Director:** Receive concerns, ensure they are investigated, and maintain records.

**Managers:** Support employees who raise concerns and ensure no retaliation occurs.

**Employees:** Raise concerns promptly and honestly.

## 5. Implementation

- Concerns may be reported to a line manager, the Managing Director, or anonymously via Milbank Group HR (Company Handbook) or contact ACAS.
- If internal reporting is not appropriate, disclosures may be made to external bodies such as the HSE, Environment Agency, or Information Commissioner's Office (ICO).
- All reports logged, investigated, and outcomes recorded.

## 6. Protection of Whistleblowers

- No employee will suffer dismissal, disciplinary action, or detriment for raising a concern in good faith.
- Retaliation against whistleblowers will itself be treated as a disciplinary offence.

## 7. Monitoring & Review

- Annual review of cases by the Board (anonymised).
- Policy reviewed every 2 years or sooner if legislation changes.

## 8. Related Documents

- Anti-Bribery & Corruption Policy
- Modern Slavery & Human Trafficking Policy
- Code of Ethics / Conduct

## 9. Approval

Approved by the Board of Directors of Cadman Cranes on **01.01.2026**

Signed: \_\_\_\_\_  
**Managing Director**  
**Cadman Cranes**

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