

PO 038 - IPN Whistleblowing Policy with respect to product safety, integrity, quality and legality

To ensure brand or company integrity is not compromised at any time by illegal or immoral practices, IPN sites operate a confidential whistleblowing system. This Policy is concerned with any aspect product safety, integrity, quality and legality.

Anyone reporting any issue will be protected by the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998) ensuring confidentiality. The Law states that the person blowing the whistle, by law, must believe two things:

1. That they are acting in the best interests of the general public.
2. That the wrongdoing conforms to the definition, as set out by the law.

A wrongdoing is something that has happened in the past, is currently happening, or they feel is likely to occur in the future, Such as:

- A criminal offence (this may include, for example, types of financial impropriety such as fraud)
- Food safety has been / is being / will be compromised
- Failure to comply with an obligation set out in law
- A miscarriage of justice
- That someone’s health and safety is in danger
- Damage to the environment
- Or, covering up wrongdoing described

This procedure does not replace other IPN Ltd policies or procedures. For example, if an employee has a grievance about their working conditions, they should use the Grievance Policy. Similarly, if an employee has a concern about the conduct of a fellow employee in the working environment (e.g., that they are not treating colleagues with respect) they should raise these with their line manager, or if that is not possible, with the Human Resources Manager.

If you are not comfortable raising any matter relating to safety, integrity, quality and legality of our product, in person, then it can be reported, anonymously, at:

<https://ipn.co.uk/whistleblowing>

All reports shall be investigated thoroughly and employees and stakeholders are protected from any kind of retaliation or reprisal. All report shall be recorded on a register, which will contain the following details:

- The name and status (e.g., employee) of the whistleblower, where applicable
- The date on which the allegation was received
- The nature and details of the allegation
- Whether the allegation is to be investigated and, if yes, by whom
- The outcome of the investigation
- Any other relevant details

The Register will be confidential and only available for inspection by the Directors.

If you have concerns that IPN Ltd will not treat your points confidentially or you believe they will ignore them then you can exercise your right to contact external authorities as relevant such as Trading Standards, DEFRA/APHA, the Environment Agency.