



## MCBRIDE PLC

### WHISTLEBLOWING POLICY STATEMENT

**McBride is committed to the highest standards of openness and accountability. We believe that trust and integrity are of vital importance in our business. The following whistleblowing policy statement supports our wish to give you the opportunity to disclose any issues of concern you may have about possible malpractice or wrongdoing by any of our employees, suppliers, customers, competitors or contractors.**

Our Whistleblowing Policy (the “Policy”) is intended to act as a deterrent to fraud or corruption or other serious malpractice; it is also intended to protect the Group’s business and reputation. The Policy is available on the Company’s intranet. It can also be made available upon request where appropriate.

We recognise that employees will usually be the first to know when someone inside or connected with an organisation is doing something illegal, dishonest or dangerous. However, they may feel apprehensive about voicing their concerns. We do not believe that it is in anyone’s interests for employees with knowledge of wrongdoing to remain silent.

The Policy applies to all permanent and temporary employees, agency workers and contractors. It is intended to complement statutory protection and, for the avoidance of doubt, statutory rights will not be affected in any way by the Policy.

We encourage the chance to address, at the earliest opportunity, any potential for something to go badly wrong and actively promote openness within the business so that we are better able to:-

- deter wrong doing;
- pick up and understand potential problems early and enable critical information to get to the people who need to know and can address the issue;
- demonstrate to stakeholders, Regulators and the Authorities (if necessary) that we are accountable and well managed;
- reduce the risk of anonymous and malicious leaks;
- minimise costs and compensation from accidents, investigations, litigation and regulatory inspections; and
- maintain and enhance our reputation.

If you have a genuine concern that any wrongdoing or other possible malpractice is or could potentially take place, you are encouraged to follow the procedures set out in the Policy. It will not always be clear that a particular situation will fall within the terms of whistleblowing and you will therefore need to use your own judgement. However, if you believe the matter to be serious, we would prefer you to report your concerns rather than keep them to yourself. The procedures aim to provide you with a safe alternative to silence.

#### RESPONSIBILITIES

The Board has overall responsibility for ensuring the Policy complies with our legal and ethical obligations. McBride’s Chief Executive Officer and the Executive Leadership Team are responsible for ensuring that the Group operates in accordance with the Policy, including the promotion of a business culture where it is acceptable to raise a whistleblowing concern. Functional heads are responsible for implementing the Policy within their area. Measurement of progress is the responsibility of the Audit Committee.

Version: October 2020

Owner: Legal & Company Secretarial



**All employees are responsible for the success of the Policy and should ensure that they use it to disclose any suspected wrongdoing or malpractice.**

This Statement was reviewed and approved by the Board on 4<sup>th</sup> July 2019, updated on 19<sup>th</sup> October 2020 and is signed on their behalf by:

Chris Smith  
Chief Executive Officer

Glenda MacGeekie  
General Counsel & Company Secretary