

Confidential Reporting (Whistleblowing) Policy

At Cory, we are committed to operating using the highest standards of integrity, openness and accountability and treating people with respect. This Policy explains what you should do if you think that someone, or some group, is in breach of our high standards or is behaving in a way that damages our reputation.

We are committed to ensuring there are safeguards in place to protect those who raise concerns in good faith. We will not tolerate any reprisals or victimisation of anyone who raises concerns in good faith.

This Policy and the channels to report concerns applies to all Cory employees (including temporary and agency staff), contractors and clients.

CORY WORKERS (INCLUDING TEMPORARY AND AGENCY STAFF)

You are strongly encouraged to report any concerns you have about any serious risk or wrongdoing within Cory or with any supplier or customer to your Local Manager or General Manager.

If, for any reason, you are not comfortable raising the matter to your Local Manager or General Manager, you should raise your concern directly to the General Counsel.

Alternatively, if you are not comfortable raising the matter within Cory, you should contact the confidential external, independent whistleblowing service provider by:

Calling 0800 056 2539

Completing an online report on the **SeeHearSpeakUp** website – www.seehearspeakup.co.uk/en/file-a-report. To file a report, you must use the username **Cory** and password **CORY568**; or
Emailing information to – report@seehearspeakup.co.uk

When you raise a concern under this Policy, your concern will be treated confidentially and will be investigated in accordance with the Confidential Reporting (Whistleblowing) Guidance.

THIRD PARTIES

Third parties, such as contractors and customers of Cory, are also encouraged to raise any concerns they have about serious risk or wrongdoing involving Cory.

Third parties should firstly raise their concerns to their Cory contact, giving as much detail as possible. If the third party is not comfortable approaching their Cory contact, they can contact Cory's General Counsel or contact the independent whistleblowing service provider (details above).

COMMUNICATION & REVIEW

This Policy is communicated to all Cory employees, temporary and agency staff, and relevant third parties. It will be reviewed regularly to ensure that it remains current and appropriate to the needs of the business.



Dougie Sutherland
Chief Executive Officer