

Whistleblowing Statement

To create a culture of integrity, you need to empower people to make the right choices!

At Nuvias, we want our people to feel safe and confident to speak up openly and to raise concerns about actions and behaviours that break the law, go against our values, or breach regulations.

Whistleblowing: The official name for Whistleblowing is 'making a disclosure in the public interest'. It means that if you believe there is wrongdoing at work, you can report this by following the correct processes and your employment rights are protected.

Our policy

Our whistleblowing policy aims to make sure everyone:

- Feels confident about raising concerns about wrongdoing, questioning and acting upon concerns
- Knows there are appropriate processes in place to raise concerns and receive feedback on any actions taken
- Is given a response to concerns and are aware of how to continue the matter if not satisfied with that response.
- Feels reassured all employees will be protected from reprisal or victimisation if it is reasonable for them to believe that their concerns are genuine.

This policy covers all colleagues including employees, agency workers, secondees, interns, contractors and consultants. It also applies to suppliers and members of the public.

Raising your concerns

Nuvias has a full policy and procedure to report concerns about any conduct that might be a breach of the law, our Code of conduct or regulations. Policy is made available for all employees on the company SharePoint any assistance required there are numerous people and departments to assist with reporting including our leadership teams.

Non-retaliation

We do not tolerate retaliation in any form against individuals who raise concerns and we are committed to ensuring that colleagues who raise concerns are not victimised.

If employees raise a genuine concern in good faith, they will not face any adverse consequences for speaking up, even if mistaken about their concerns. Any individuals found to be deliberately retaliating against a whistle-blower will be investigated in accordance with the company disciplinary policy and their action may result in action up to and including dismissal.

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Ian Mills

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Director Business Operations

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