

Whistleblowing Policy

Last updated: 01 September 2025

At Prismo®, we are committed to honesty, transparency, and doing the right thing. To uphold these values, we provide a safe way for anyone connected with our business – employees, contractors, suppliers, or partners – to raise concerns about wrongdoing.

What you can report

You can use our whistleblowing process to report serious concerns such as:

- Fraud, corruption, or bribery
- Health and safety risks
- Environmental damage
- Breaches of law or regulation
- Human rights or modern slavery issues
- Attempts to conceal any of the above

This is not the place for personal grievances or workplace disputes, which are handled separately through HR channels.

How to raise a concern

If you have a concern, you can contact us through:

- **Your direct manager or supervisor** (if you are an employee)
- **Our Whistleblowing Officer:** Anne Sweeney
(anne.sweeney@prismoglobal.com)

All concerns are taken seriously and will be treated confidentially. You can remain anonymous if you prefer.

Protection for whistleblowers

We will never tolerate retaliation or victimisation against anyone who raises a concern in good faith. Speaking up helps us to address issues early and maintain the highest standards.

What happens next

When a report is made:

1. We review the concern promptly.
2. Where appropriate, a formal investigation is carried out.
3. We keep the whistleblower informed of progress and outcomes where possible.
4. Issues outside our remit may be referred to the relevant regulatory body.

Our responsibility

We review this process regularly to make sure it works effectively. We are committed to providing a safe environment where people feel able to raise concerns without fear.