



## Whistleblowing Statement

### Introduction

In support of the Public Interest Disclosure Act 1998 Energys Group (comprising of Energy Conservation Solutions Ltd & Energys Group Ltd) encourages all personnel to raise genuine concerns about malpractice at the earliest practicable stage, preserving anonymity of the individuals making the disclosure where requested, or deemed necessary.

Energys Group operates a zero tolerance culture in relation to fraud. This policy applies to our employees, supply chain and specialist contractors. Legal action will be taken against any individual or company, if it is proven they have acted fraudulently.

### Reporting Procedure

If you have a concern about malpractice the issue should first be raised with your line manager orally or in writing.

If you are unable to raise the matter with your line manager for whatever reason please raise the matter with the HR & Compliance Manager.

If you to prefer to speak to an independent third party in confidence telephone the:

Whistleblowing Hotline: 0800 169 7350

If these channels have been followed and you still have concerns or if you feel the matter is so serious that you cannot discuss it with any of the above, please contact:

Name: Kevin Cox  
Position: Managing Director  
Telephone: 01403 786 212  
Email: kevin.cox@energysgroup.com

### Investigation

Energys Group will investigate all allegations of fraud. Any concerns raised will be treated fairly and properly. We will not tolerate the harassment or victimisation of anyone raising a genuine concern.

Signed:  .....

Date: 30<sup>th</sup> November 2020

**Kevin Cox**  
**Managing Director**  
**On behalf of Energys Group**

### Energys Group Limited

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A company in the **Energys Group**