

# Whistleblowing Policy

## 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, specialist contractors and stakeholders. Legal action will be taken against any individual or company, if it is proven they have acted fraudulently.

## Scope

This policy covers concerns related:

- Criminal activity or fraud
- Health and safety risks
- Environmental damage
- Breaches of legal or regulatory obligations
- Misconduct or unethical behaviour
- Attempts to conceal any of the above

## Protection and Confidentiality

We are committed to protecting whistleblowers from retaliation, victimization, or disadvantage. All concerns will be treated confidentially and sensitively.

## 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 contact an independent third party in confidence:

**Whistleblowing: list of prescribed people and bodies - [GOV.UK](#)**

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

## Energys Group Limited

Franklyn House, Daux Road, Billingshurst, West Sussex RH14 9SJ

**Phone:** 01403 786212 **Fax:** 01403 787 439 **Email:** info@energysgroup.com **Website:** www.energysgroup.com

Registered in England 05691393

Registered address: New Kings Court, Tollgate, Chandler's Ford, Eastleigh, Hampshire SO53 3LG

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## Investigation

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

Deliberate false reporting may result in disciplinary action. Genuine concerns raised in good faith will not result in any penalty.

This policy will be reviewed annually and communicated to all staff.



Signed: \_\_\_\_\_

Date: 1<sup>st</sup> November 2025

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

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