



# Whistleblowing Policy

## Purpose

Brim Chargers Limited is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all aspects of its business operations. The purpose of this whistleblowing policy is to provide a framework for all employees, contractors, suppliers, and other stakeholders to report any concerns regarding unethical behavior, misconduct, or violations of company policies and legal obligations.

## Scope

This policy applies to all individuals associated with Brim Chargers Limited, including but not limited to employees, contractors, suppliers, vendors, and customers.

## Reporting Procedure

a. Reporting Channels: Any individual who becomes aware of any wrongdoing or unethical behavior within Brim Chargers Limited is encouraged to report their concerns promptly. Reports can be made through the following channels:

- Directly to line management or a supervisor.
- Human Resources Department.
- Legal Department.
- Compliance Officer.

b. Providing Information: When reporting a concern, individuals should provide as much detail and evidence as possible to facilitate a thorough investigation. This may include relevant documents, dates, names of individuals involved, and any other pertinent information.

## Protection of Whistleblowers

Brim Chargers Limited is committed to protecting whistleblowers from any form of retaliation, victimization, or adverse consequences as a result of reporting their concerns in good faith. Retaliation against individuals who report concerns under this policy is strictly prohibited and will result in disciplinary action, up to and including termination of employment.

## Investigation Process

- a. Upon receiving a report, the company will conduct a prompt, fair, and impartial investigation into the allegations raised. The investigation will be conducted by qualified personnel, ensuring confidentiality to the extent possible.
- b. Whistleblowers may be contacted during the investigation process for additional information or clarification.
- c. Upon completion of the investigation, appropriate actions will be taken based on the findings, which may include disciplinary action, corrective measures, or further review by management.

## Confidentiality

All reports made under this policy, as well as the details of any resulting investigations, will be treated with the strictest confidentiality to the extent possible, consistent with the need to conduct a thorough investigation and take appropriate action.

## Non-Retaliation

Brim Chargers Limited prohibits retaliation against individuals who report concerns in good faith. Any form of retaliation against whistleblowers will result in disciplinary action, up to and including termination of employment or other business relationships.

## Review and Updates

This whistleblowing policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any updates or amendments to the policy will be communicated to all stakeholders accordingly.



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Toby Massey

Technical Director

10/04/24

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