

# WHISTLEBLOWING POLICY

Amtico is committed to the highest possible standards of openness and accountability in the manufacture and delivery of its goods and services. Despite this, disclosures about impropriety or malpractice may arise.

Amtico is committed to tackling the issue and will not tolerate any such malpractice, abuse or wrongdoing, so invites members of the public, suppliers and customers who may wish to make a disclosure about what is happening in relation to any activity in Amtico or its supply chain to come forward and voice these concerns.

Amtico understands that, on occasions, it may be difficult for those aware of malpractice or wrongdoing to bring it directly to Amtico's attention. To overcome these potentially difficult circumstances, and to protect individuals or organisations wishing to raise concerns, Amtico has joined NAVEX. This is an anonymous, free to call and confidential service to enable you to report any concerns.

NAVEX is a completely independent organisation with impartial staff to handle these types of calls. You can phone in total confidence knowing that your call will not be traced or recorded. The information you give NAVEX will be passed onto Amtico's HR Director or Finance Director without compromising you in any way. There is no charge; NAVEX gives you a unique code number to make it easy for you to phone back with information if you wish.

You can contact NAVEX, free from any phone, 7 days, 24 hours, just dial 0800 086 9260 or access via the web on [amtico.ethicspoint.com](http://amtico.ethicspoint.com).