

WHISTLE BLOWER POLICY 2026

Central Industrial Services Ltd aims to conduct business with the highest standards of ethics, honesty and integrity, and recognises that you have an important role to play in maintaining this aim.

Any employee or worker providing services to Central Industrial Services Ltd concerned about any form of malpractice, improper action or wrongdoing by the Company or its employees is strongly encouraged to report the matter.

We believe it is essential to create an environment in which individuals feel able to raise any matters of genuine concern internally without fear of disciplinary action being taken against them, and for the individuals to feel that these matters will be taken seriously and investigated appropriately, and as far as practicable be kept confidential.

In the first instance, you should consider raising your concern with your line manager, He/she has a responsibility to listen and respond to any matter that is of concern to you.

Concerns can be raised verbally or in writing. They may be able to agree a way of resolving your concern quickly and effectively.

If you feel that you cannot raise your concern with your line manager, for whatever reason, you should contact the senior manager who will consider the matter and, if appropriate, manage any investigation.

If your concerns are not satisfactorily dealt with internally employees may wish to consider contacting the relevant advisory bodies listed below or your trade union.

ACAS (Advisory Conciliation and Arbitration Service)

www.acas.org.uk

Telephone: 0300 123 1100

PROTECT (Formerly Public Concern at Work)

www.protect-advice.org.uk

Telephone 020 3117 2520

This policy is endorsed by the Chairman to demonstrate the Board's commitment.

Signed

DH Cartwright - Chairman

Date 05/01/2026