



Whistleblowing Policy and Hotline

Introduction

Under certain circumstances, colleagues and other business partners have legal protection if they make disclosures about organisations for which they work or work with. These are commonly referred to as 'whistleblowers' and their activities have often received wide publicity in the media. There is legislation designed to protect people from suffering any detriment or termination of engagement for whistleblowing.

Ultimate Products UK Ltd are committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible. This policy covers all colleagues, officers, consultants, contractors, casual workers, agency workers, suppliers, customers and any other of UP's supply chain or business partners.

Disclosures

If you have a concern over any of the following areas, it is crucial you use the procedure to report it:

- Dishonesty,
- Corruption,
- Health & Safety,
- Security,
- Fraud,
- Unethical behaviour,
- Discrimination or Harassment

These acts can be in the past, present or future. These concerns are taken very seriously by UP, and we will take every measure to remedy any form of malpractice.

Procedure

If you so wish, you should in the first instance report any concerns you may have, to either:

- Your manager
- The HR Team or The Operations & HR Director who will treat the matter with complete confidence.
- Email: whistleblowing@upplc.com
- Submit a report via the Safecall (an independent whistleblowing specialist) portal, [Safecall Portal](#)
- Call Safecall on the following numbers:



Safecall – Independent Whistleblowing Hotlines

Country You Are Based	Hotline Number
UK	0800 915 1571
France	00 800 72332255
Germany	00 800 72332255
Netherlands	00 800 72332255
China (local call rates apply)	4008 833 405
Hong Kong	3077 5524
India	000 800 4401 256

Confidentiality

We hope that anyone will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate but will be accepted should there be no alternative option provided. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

Protection & Support for Whistleblowers

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the Operations & HR Director immediately.

Additional Reporting Procedure – Financial & Accounting Concerns

The reporting procedure differs should your concerns relate more specifically to financial and accounting matters, such as:

- Financial misreporting.
- Fraud.
- Circumvention of controls; or
- Misuse of authority.

In cases like this, in the first instance report directly to the CEO (Andrew Gossage), the CCO (Simon Showman) or the Supply Chain Director (David Bloomfield). If this is not possible, contact the Non-Executive Director & Chair of the Audit Committee (Robbie Bell) directly, via email (r.bell@upplc.com).



Robbie Bell is a Non-Executive Director and is independent of the management at UP.