

## AC Hulme & Sons' Whistle Blowing Policy

AC Hulme & Sons is committed to the highest standards of openness, probity and accountability and encourages staff to voice any concerns in a responsible and effective manner to a member of the management team who will take the matter forward and ensure it is resolved to the satisfaction of the employee.

Where an employee discovers information which they believe shows serious malpractice or wrongdoing in the business, such concerns should be brought to the attention of the directors of AC Hulme & Sons without fear of reprisal and an arrangement has been put in place to enable this to be done independently of each individual employee's line manager.

Any employee can voice their concerns in one of five ways through the AC Hulme & Sons' Complaints and Suggestions Process:

1. Communicate with their Worker Committee Representatives who are currently Stratsimir Stoyanov, Klara Kabelova and Malwinka Litwin (effective January 2022)
2. Fill out the A C Hulme & Sons Complaints & Suggestions form (with the option of submitting this anonymously) which can be found in the Staff entrance in the Hoaden Court packing facility site
3. Contact in the first instance Mr Tom Hulme, who has overall responsibility for the AC Hulme & Sons Whistle Blowing Procedure, or if preferred an alternative director (Mr Humphrey Hulme) of A C Hulme & Sons regarding concerns over the day-to-day management of the business
4. Report Food Safety issues regarding product safety, integrity, quality and legality by contacting [TellUs@brcglobalstandards.com](mailto:TellUs@brcglobalstandards.com) or tel: +44(0)20 3931 8148 direct. All incidents will be investigated and resolved in a timely, effective and efficient manner by the BRC Global Standards compliance department
5. Report any labour concerns to Stronger Together via [www.stronger2gether.org](http://www.stronger2gether.org) or the migrant help line 07766668781
6. Contact the Tesco Protector line displayed in the canteen.

Employees will not be penalized for the complaints and suggestions they put forward. The Complaints and Suggestions Process is available to allow the management at AC Hulme & Sons to improve working conditions / issues for their employees and to ensure the integrity and safety of the Company's food production processes.

Date.....

Signed.....

TE Hulme (Director)

Reviewed dates:

<b>Approved by: T E Hulme</b>	<b>Date:</b>	<b>Issue No.</b>
<b>P1.13 Whistle Blowing Policy</b>	<b>02/04/23</b>	<b>5</b>