

HybrIT Services

Whistleblowing Statement

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1 Whistleblowing Statement

HybrIT Services is committed to running our business to high ethical and legal standards and want everyone to have an open, transparent and safe place to work. We take all malpractice very seriously, whether it is committed by a colleague, supplier, customer, competitor or contractor.

This statement applies to all permanent and temporary employees, contractors and third parties. It's intended to complement statutory protection, and for the avoidance of doubt, statutory rights will not be affected in any way by this statement.

Colleagues and those who work closely with any business are often the first to realise that something doesn't seem quite right but may feel they can't share their concerns, thinking that by speaking up they're being disloyal to their colleagues or to the Company. They might also be worried about being harassed or victimised if they do speak up. In these circumstances it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice. At HybrIT Services, we're committed to running our business to high ethical and legal standards along with protecting and supporting colleagues and third parties' ability to speak up so that concerns or issues can be escalated and dealt with effectively, in the interests of the business, its colleagues, shareholders, and other stakeholders.

In line with those commitments, we expect colleagues and others that we deal with, who have serious concerns about any aspect of the Company's operation to come forward and raise their concerns. We recognise that most cases are submitted on a confidential basis and as such we have a 'Whistleblowing Policy and Process', in conjunction with this statement. This provides a safe, simple, and consistent way to raise concerns when normal channels for escalation are not possible or inappropriate. Information which an employee reasonably believes tends to show one or more of the above should promptly be disclosed to your line manager or a member of the Human Resources team so that any appropriate action can be taken.

Our policy is that colleagues and others should be able to raise matters of concern confidentially or anonymously. HybrIT Services will do its best to protect the identity of anyone raising a concern, however it must be appreciated that any investigation process may reveal the source of the information, and a statement may be required as part of the evidence.

The Company is committed to ensuring that all individuals can raise genuine concerns in good faith without fear of victimisation, subsequent discrimination or disadvantage, even if they turn out to be mistaken.

This statement has been written in conjunction with HybrIT internal document Anti-bribery Policy.

This statement has been approved by the Board of Directors and is made in compliance with current legislation.

X *Paul Forkgen*

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CFO

X *Ian Mills*

Ian Mills
COO

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