Document: JB-POLICY-006	WHISTLE BLOWING POLICY

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Jones Bros Ruthin (Civil Engineering) Co Ltd is committed to the highest possible standards of openness, probity and accountability. In line with this commitment, we expect employees and others that we deal with, who have serious concerns about any aspect of the Company's work, to come forward and voice those concerns.

Aims of the Policy

- To encourage employees to feel confident in raising concerns about:
  - Conduct which is illegal
  - Miscarriages of justice
  - Health and safety risks, including risks to the public as well as to themselves or other employees
  - Damage to the environment
  - Possible fraud and corruption
  - Physical or other abuse
  - Actions which are unprofessional, inappropriate or conflict with a general understanding of what is right and wrong.

- To provide avenues for employees to report concerns in confidence and for them to receive feedback on any action taken
- To reassure employees that they will be protected from possible reprisals or victimisation if they have made a disclosure in good faith.

Jones Bros Ruthin (Civil Engineering) Co Ltd recognises that the decision to report a concern can be a difficult one to make. Jones Bros Ruthin (Civil Engineering) Co Ltd will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect an employee when a concern is raised in good faith.

All concerns will be treated in confidence and every effort will be made not to reveal identities if wished. At the appropriate time, however, an employee may need to come forward as a witness. Jones Bros Ruthin (Civil Engineering) Co Ltd encourages employees to put their name to any concerns whenever possible however, allegations:

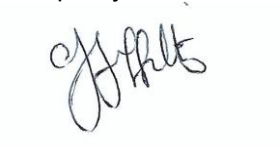
- Must be made in good faith
- Must be believed to be substantially true
- Must not be made maliciously or falsely
- Must not be made for personal gain.

Jones Bros is also registered with CIRAS for confidential reporting for safety. If you have a health, safety or well-being concern about your workplace or another site you have visited, you can contact CIRAS confidentially on their website https://www.ciras.org.uk/Raise-a-concern or call the confidential helpline 0800 4101101

This policy applies to Jones Bros Ruthin (Civil Engineering) Co Ltd employees, supply chain, visitors, client's representatives and members of the public.

Review

This policy will be reviewed annually and any changes made communicated to all employees.



Jane Griffiths
Group Finance Director
November 2025