



**GR ENGINEERING SERVICES LIMITED**  
ENGINEERING CONSULTANTS AND CONTRACTORS



## WHISTLEBLOWER PROTECTION POLICY

GR Engineering Services Ltd is committed to maintaining a high standard of integrity, investor confidence and good corporate governance. Complementing our Anti-Corruption and Anti-Collusion Policy, our Whistle-blower Protection Policy forms part of our overall governance and risk management framework.

All employees have a responsibility to help detect, prevent and report instances of suspicious activity or wrongdoing, and are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage with their immediate manager, and/or senior management. All concerns raised will be investigated with a view to establishing the truth and correcting any wrongdoing.

All employees reporting concerns, whether openly or, if preferred, anonymously are:

- Afforded confidentiality unless indicated (or the law requires) otherwise;
- Advised of the outcome of the investigation and any action taken;
- Not victimised or adversely affected because of the action in reporting concerns.

This Policy applies to all GR Engineering Services Ltd personnel, contractors, suppliers, consultants, secondees and directors.

**GEOFF JONES**  
**MANAGING DIRECTOR**

7 August 2019

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