

## WHISTLEBLOWING

Catalyst Services UK Ltd (CAT) is committed to an environment where open, honest communication is the norm, not the exception. We proactively contribute to the fight against fraud and corruption.

**We expect all employees to act honestly and with integrity at all times, and to safeguard the company's assets and resources.**

We will act against employees and third parties who are involved in, or assist with, committing fraud, theft, corruption and associated internal or external irregularities. The company will actively seek appropriate recourse against anyone involved in such acts.

An important aspect of accountability and transparency is a mechanism to enable all members of the Company to voice concerns in a responsible and effective manner.

Where an individual discovers information which they believe shows serious malpractice or wrongdoing within the organisation then this information should be disclosed internally without fear of reprisal

**Catalyst has arrangement in place to enable disclosures to be made openly or anonymously.**

### Training

We have policies and procedures in place to identify and mitigate unethical behaviour or suspicion of misconduct in our environment. This includes training for all employees at induction and on an annual basis to ensure they are aware of our Whistleblowing policy and procedures.

**Whistleblowing reporting is through email: [tipoff@catalystservicesuk.com](mailto:tipoff@catalystservicesuk.com)**