

HOBBS

Whistleblowing Policy

This policy is intended to help all organisations that are involved in the manufacture or supply of goods for Hobbs, collectively known as suppliers, in order that they understand the steps required to comply with the Hobbs whistleblowing policy.

Hobbs encourages a free and open culture in its dealings between its employees and all people with whom it engages in business and legal relations. In particular the Company recognises that effective and honest communication is essential if concerns about breaches or failures are to be effectively dealt with and the Company's success ensured.

We would expect every Hobbs employee to speak up about genuine concerns in relation to; criminal activity; breach of a legal obligation (including negligence and breach of contract); miscarriage of justice; danger to health and safety or the environment; discrimination, victimisation or harassment; and the cover up of any of these in the workplace. This applies whether or not the information is confidential.

Hobbs is committed to ensuring that any employee concerns of this nature will be taken seriously and investigated. A disclosure to the company will be protected if the employee has an honest and reasonable suspicion that malpractice has occurred, is occurring or is likely to occur. Employees who raise concerns reasonably and responsibly will not be penalised in any way.

We will ensure that all reported incidents are fully investigated.

All reports will be dealt with in confidence, on a need-to-know basis.

The HR team will establish and record the basis of the concerns that have been raised and establish what further actions are required.

The individual raising the concern will be advised of the outcome of the investigation as soon as possible, normally within four weeks of the date of their disclosure.

Supplier Obligation

In line with the whistleblowing policy for all Hobbs employees, we expect our suppliers to operate a whistleblowing policy within their organisation. There should be appropriate controls and checks in place to ensure that staff are provided with the necessary support to raise any concerns without fear of reprisal.