

Whistleblowing Policy

Future Garments Ltd t/a Eurox

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Mon - Fri
8:30 am - 5:30pm



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1. Purpose

Future Garments Ltd t/a Eurox ("FG Ltd") is committed to maintaining a transparent, ethical, and legally compliant work environment. This Whistleblowing Policy provides a clear mechanism for employees, contractors, suppliers, and other stakeholders to report concerns about any illegal, unethical, or improper activities within FG Ltd, without fear of retaliation.

2. Scope

This policy applies to all individuals associated with FG Ltd, including but not limited to employees, contractors, suppliers, vendors, consultants, and business partners. It covers all locations where FG Ltd operates, including international operations, and adheres to relevant laws in each jurisdiction.

3. Legal Compliance and References

FG Ltd complies with the **Public Interest Disclosure Act 1998 (PIDA)** in the UK, the **General Data Protection Regulation (GDPR)** in the EU, and other applicable international, national, and regional laws and regulations concerning whistleblowing and data protection.

4. Reporting Procedure

4.1 Reporting Channels

4.1.1 Internal Reporting

Individuals who wish to report concerns are encouraged to first discuss them with their immediate supervisor or manager. If they are uncomfortable reporting to their supervisor, they may approach the Human Resources Department or any member of the management team.

4.1.2 Whistle-blower Hotline

FG Ltd provides a dedicated whistle-blower hotline, operated by an independent third party, for anonymous and confidential reporting. This hotline is accessible 24/7 and can be used by any stakeholder.

4.1.3 External Reporting

If a concern is not adequately addressed internally, or if the whistle-blower believes it would be inappropriate to report internally, they may report their concerns through established external channels, such as regulatory authorities or legal counsel.

4.2 Confidentiality

4.2.1 Confidentiality Assurance



All reports and investigations will be treated with utmost confidentiality, consistent with the need to conduct a thorough investigation and comply with applicable laws and regulations.

4.2.2 Anonymous Reporting

FG Ltd recognises the importance of anonymous reporting. Whistle-blowers can submit concerns anonymously, but providing contact information is encouraged to facilitate effective communication during the investigation process.

5. Protection Against Retaliation

5.1 Non-Retaliation Policy

FG Ltd strictly prohibits retaliation against individuals who report concerns in good faith. Any form of retaliation, including but not limited to harassment, intimidation, demotion, suspension, or termination, is strictly forbidden and will result in disciplinary action.

5.2 Protection of Whistle-blower Identity

FG Ltd will make every reasonable effort to protect the identity of the whistle-blower, subject to legal requirements and the necessity to conduct a fair investigation.

6. Investigation and Follow-up

All reported concerns will be promptly and thoroughly investigated by a designated party or committee. Whistle-blowers will be informed about the progress and outcome of the investigation, to the extent possible and permissible under the law.

7. False Reporting

FG Ltd takes false reporting seriously. Knowingly making false or malicious reports is a violation of this policy and may result in disciplinary action, up to and including termination of employment or legal consequences.

8. Non-Retaliation Reporting Mechanism

FG Ltd will establish and communicate a dedicated reporting mechanism for whistle-blowers to report incidents of retaliation or any concerns related to the handling of their initial report.

9. Awareness and Training

FG Ltd will provide training and awareness programs to employees and relevant stakeholders to ensure they understand their rights and obligations under this Whistleblowing Policy.

10. Review and Updates



This Whistleblowing Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any necessary updates or revisions will be communicated to all employees and stakeholders.

By implementing this Whistleblowing Policy, **Future Garments Ltd t/a Eurox** aims to create an environment where concerns can be reported and addressed promptly, maintaining the highest standards of integrity and ethics within the organisation.

Signed:

A handwritten signature in black ink, appearing to read "Kuldeep Palak".

Kuldip Palak
Managing Director
21/08/2024



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