

	
Dominic Lydon (Galway) Ltd	
<u>Brownville, Bushypark, Galway</u>	
Document Number : P10 Non-Retaliation Policy	
Phone: (091) 524518 Email: sales@dominiclydon.ie	
Revision: 1	

Non-Retaliation Policy

‘Dominic Lydon Galway Ltd (DLG) strive to adhere to the highest business and ethical standards as set forth in our Code of Ethics. The company promotes a culture of open and honest feedback and encourages everyone to speak up with concerns related to suspected or actual misconduct.’

This Non-Retaliation Policy establishes that retaliation for speaking up, through any channel, is prohibited. It also explains how the Company addresses allegations of retaliation and how it protects those who raise allegations. Speaking up is central to Novartis values and those who raise concerns in good faith related to suspected or actual misconduct should feel confident in doing so. This policy also reflects the Company’s commitment to respect the human rights of associates and third-party stakeholders to be free from retaliation for speaking up, as established in the Code of Ethics and the Human Rights Commitment Statement.

Purpose

This Non-Retaliation Policy establishes that any form of retaliation against individuals who raise concerns or report potential misconduct — through any available reporting channel — is strictly prohibited.

The Policy outlines how the Company addresses allegations of retaliation and the steps taken to protect individuals who raise concerns in good faith.

Commitment to Speaking Up

Speaking up is central to the values and ethical culture of DLG.

All associates and third-party stakeholders are encouraged to report suspected or actual misconduct, breaches of the Code of Ethics, or violations of applicable laws and regulations, without fear of retaliation.

Those who raise concerns in good faith — meaning they believe the information they provide is true, regardless of the outcome — should feel confident and protected when doing so.

Protection from Retaliation

DLG is committed to ensuring that no associate or third-party stakeholder is:

- Dismissed, demoted, or denied promotion
- Subjected to harassment, intimidation, or discrimination
- Or Otherwise disadvantaged or penalized for raising a concern, participating in an investigation, or refusing to engage in improper conduct

- Any act of retaliation is considered a serious violation of this Policy and the DLG Code of Ethics and may result in disciplinary action, up to and including termination of employment or contract.

Approved by

Derek Mulveen

Derek Mulveen (General Manager)

06/01/2026