



Dominic Lydon (Galway) Ltd

Brownville, Bushypark, Galway

Document No: P26 Whistleblower / Protected Disclosures Policy

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Revision: 1

WHISTLEBLOWER / PROTECTED DISCLOSURES POLICY

The purpose of this policy is to provide employees and other workers with a safe and confidential way to report suspected wrongdoing in the workplace.

What can be reported?

Concerns may include, but are not limited to:

- Fraud, theft or dishonesty
- Breaches of the law or regulatory requirements
- Health and safety concerns
- Environmental wrongdoing
- Misuse of company funds or resources
- Serious misconduct or gross negligence
- Concealment or destruction of evidence relating to wrongdoing

Personal disagreements or ordinary workplace grievances should normally be dealt with through the company's grievance procedure.

How to report

A concern may be reported verbally or in writing to the designated person:

Mr Derek Mulveen or any Directors direct if related to Mr D Mulveen

Approved by

Derek Mulveen

Derek Mulveen (General Manager)

03/08/2026

Anonymous reports

Anonymous reports will be accepted. However, remaining anonymous may make it more difficult to ask follow-up questions or provide information about the outcome of an investigation. Irish law also provides protection for anonymous disclosures in circumstances covered by the legislation.

Policy review

This policy will be reviewed periodically to ensure that it remains appropriate and compliant with applicable legislation.

ANONYMOUS WHISTLEBLOWER REPORTING FORM

You do not have to give your name.

Please provide as much information as you can. Do not put your name or other identifying information on this form if you wish to remain anonymous.

1. What is your concern?

2. What happened?

Please describe what you believe happened, including relevant facts.

3. When did it happen?

Date(s), if known: _____

Is it still happening? ☐ Yes ☐ No ☐ Don't know

4. Where did it happen?

5. Who was involved?

Please provide names, job titles or other identifying information only if relevant.

6. Are there any witnesses?

7. Do you have supporting information?

Examples: documents, emails, photographs, records or other evidence.

☐ Yes

☐ No

☐ Don't know

Details:

8. Has this concern been reported before?

☐ Yes

☐ No

☐ Don't know

If yes, when and to whom?

9. What action do you believe should be taken?

10. Would you like to provide a way to contact you?

☐ No – I wish to remain completely anonymous.

☐ Yes – I can be contacted at:

Declaration

I believe that the information I have provided is accurate to the best of my knowledge and belief.

Date: _____

Anonymous report – no name required.