

Whistleblowing

Whistleblowing Policy Summary

Whistleblowing occurs, when a worker raises a concern or discloses information relating to a wrongdoing which they have discovered in connection with their employment and reasonably believe has occurred, is occurring or is likely to occur.

Workers include past and current employees, officers, directors (executive & non – executive), shareholders, consultants, contractors, agency workers, volunteers, interns, job applicants and anyone else undertaking work on behalf of, or with, Arachas, e.g. employees of third-party suppliers, outsourced providers and corporate partners.

The Protected Disclosures Act 2014 and The Protected Disclosures (Amendment) Act 2022 aim to protect workers who raise concerns about possible wrongdoing in the workplace.

Our Whistleblowing Policy is intended to encourage and enable workers to raise concerns within our workplace rather than overlooking a problem or “blowing the whistle” externally. Under this policy a worker is entitled to raise concerns or disclose information without fear of penalisation.

Objective

- To encourage a culture of openness and transparency.
- To ensure workers can raise genuinely held concerns of potential wrongdoing at the earliest opportunity and without fear of suffering penalisation or victimisation.
- To provide a transparent, effective, timely and confidential process for dealing with concerns of potential wrongdoing; and
- To ensure all concerns of potential wrongdoing are objectively and thoroughly investigated and workers receive a response to the report.

How to Raise a Concern

Appropriate concerns as defined by the Act should be raised with the HR or Compliance department.

Contact details are set out below:

Head of HR or Chief Risk & Compliance Officer

Arachas
Block B,
Dublin Airport Business Park,
Santry,
Dublin 9,
D09 FH7X

Workers are encouraged to raise their concerns within Arachas however, there is also an option to report concerns to the Ardonagh Group's third-party provider, EQS Integrity Line. They can be contacted by phone on +35315295031 quoting reference code (9408) or online at <https://speakup-ag.integrityline.com>. The earlier a concern is raised the easier it is for Arachas to take action.