

Whistleblowing Policy

At Tomato Plant Ltd we always aim to conduct ourselves ethically, and with honesty and integrity. We expect the same high standards from all our people – employees, workers, contractors, and agency workers. We do, however, recognise that there may be occasions when we or our people do not get this right. In these instances, you may feel that you need to raise your genuine and serious concerns through this whistleblowing policy.

The aims of this policy are to:

- provide an effective way for you to raise serious concerns.
- ensure that you receive feedback on any action undertaken by us as a result of you raising serious concerns.
- ensure that you will be protected from reprisals or victimisation for having raised your concern in good faith.
- signpost you to further options available to you if you are dissatisfied with our response.

The Public Interest Disclosure Act 1998 amended the Employment Rights Act 1996, and it provides protection for individuals who raise legitimate concerns about specified matters, outlined below. These are called qualifying disclosures. A qualifying disclosure is one made in good faith by an individual who has a reasonable belief that:

- bribery or corruption has taken place or is likely to take place.
- there may be fraud or other irregularities going on in the way transactions, goods or services are being paid for, recorded or invoiced.
- the health or safety of any individual is being, or is likely to be, endangered by the way activities are being carried out.
- any other criminal offence has taken place or is likely to take place.
- there has been, or is likely to be, a failure to comply with legal obligations.
- there has been, or is likely to be, a miscarriage of justice, or
- the environment has been, or is likely to be, damaged.

in each case, no action will be taken against an employee who alerts management to these concerns if they turn out to be unfounded so long as the information and any allegations made were passed on in good faith; in the genuine belief that they were substantially true; with no intention of personal gain; and without malice.

Procedure

Normally, employees should feel able to bring these matters to the attention of their line managers, who are in turn under a duty to pass on the information to appropriate senior management.

However, if an employee feels that this is an inappropriate route in the circumstances or is uncomfortable with it or believes that the matter has not been dealt with satisfactorily by the line manager, they should (by phone, letter, or email) bring the matter to the attention of either the managing director or to Caroline Hitchen of CN Employment Law as independent and confidential external consultant.

As Managing Director of Tomato Plant Limited, I sign below to endorse and approve this policy:



Chris Ford,
Managing Director, 8th January 2026