

# WHISTLE BLOWING POLICY AND PROCEDURE

## INTRODUCTION

Castings plc is committed to achieving and maintaining the highest possible standards with regard to behaviour at work, services to our customers and in all of our practices. All directors and employees are expected to conduct themselves with integrity, impartiality and honesty.

“Whistleblowing” can be defined as raising a concern about wrong doing within a company. The concern must be a genuine concern about a crime, criminal offence, danger to health and safety or to the environment. It would also include the cover up of any of these.

Employees are responsible for:

- raising their concerns in writing as soon as they have a reasonable suspicion;
- providing a full account and evidence for their concerns; and
- raising concerns in good faith and maintain confidentiality regarding their concerns.

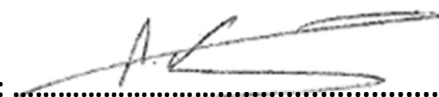
## HOW TO RAISE A CONCERN

If you have a concern about malpractice, we hope you will feel able to raise it with your line manager or a company Director at an early stage in order that it can be addressed promptly.

However, dependent upon the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice, you may prefer to raise the matter, in writing, for investigation to either:

- 1) Brian Cooke, Chairman  
c/o Castings plc, Lichfield Road, Brownhills, West Midlands, WS8 6JZ
- 2) Alec N Jones, Senior Independent Director  
Woodgate, 37 Hartopp Road, Sutton Coldfield, West Midlands, B74 2QR

## AUTHORISATION

Signed: .....

**Adam Vicary**  
Chief Executive Officer

Dated: 12.09.2019 .....

Castings plc, Lichfield Road, Brownhills, Walsall, West Midlands, WS8 6JZ, UK.