

Whistleblowing Policy

Emprowe Energy

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1. Introduction

Emprowe Energy ("The Company") is committed to conduct all business activities ethically, efficiently, transparently, and with integrity, and we expect all employees to maintain high standards. We strive for all employees to be confident and comfortable in raising concerns. We will always take concerns seriously and they will be thoroughly investigated by the appropriate personnel. There will be no reprisals for individuals who bring these concerns to our attention. We all play an important role in ensuring that our business and everyone working in it acts professionally, lawfully and appropriately.

2. Purpose

The purpose of this Whistleblowing Policy is to encourage current and former employees, staff, contractual third parties to communicate events that raise serious concerns regarding Emprowe Energy. The Company encourages and will support staff who report illegal practices or individuals who violate the organisation's policies.

The Whistleblowing Policy has been put in place to:

- Encourage employees, staff, contractors or third parties to report serious concerns or behaviours
- Protect complainants from reprisals;
- Treat all parties to an investigation in a fair and equitable manner;
- To ensure confidentiality as much as possible;
- Take corrective and disciplinary action when wrongdoing is discovered.

3. Scope

This policy applies to all employees, staff and directors of The Company (collectively referred to as the "Employees"). Internal reporting of suspected criminal or unethical conduct by or within The Company is vital for maintaining our success. Employees on all levels, which include persons employed by or in any other type of relationship of authority to The Company are encouraged to report, in good faith, any questionable behaviour or concern to directors to maintain an open and positive line of communication in accordance with our Code of Business Principles and Conduct.

4. Whistleblowing

It is the duty of all employees, staff, or contractual third parties to report misconduct or suspected misconduct of a general, environmental, operational or financial nature within The Company based on reasonable grounds, including concerns that may be viewed as a breach of our Code of Business Principles and Conduct or Code of Ethics, is a reportable incident, including but not limited to:

- Accounting, internal accounting controls or auditing matters;
- Bribery or corruption;
- Deceit;
- Environmental damage;
- Fraud or theft;
- Health hazards;
- Infringements of local law or secondary legislation;
- Money laundering;
- Security risks;
- Conflict of interest; and
- Sexual harassment.
- Covering up wrongdoing in the above categories

5. Confidentiality

All allegations will be treated in confidence and every effort will be made not to reveal the whistleblower's identity unless the whistleblower otherwise requests. Everyone is always encouraged to raise concerns openly. This is because it is not always easy to investigate anonymous reports, especially if we are unable to ask the individual for clarification for further details, we may struggle to clarify and find evidence to support allegations and/or reach an informed conclusion. However, if individuals prefer to keep their identification anonymous, we will do all that we can to ensure that anonymity is retained, and the confidentiality of concerns.

6. Raising a Whistleblowing Concern

This Policy provides a means for every reporting employee to anonymously report a concern outside the ordinary reporting channels. All reports are treated with the utmost confidentiality and are promptly investigated without the risk of recourse for the Reporting Employee so long as their report is made in good faith.

If you are aware or suspicious of any wrongdoing you should report it to one of our Directors.

- Matt Haarhoff
email:matt@emproweenergy.com
Phone: (+44 7786 932116)
- Audrey Chimbayo
email:audrey@emproweenergy.com
Phone: (+44 7446 849333)

Please state that you are using the whistleblowing process specifying whether you wish to keep your identity confidential. You will be invited to discuss your concerns.

7. Investigation

We will investigate any reports of suspicious wrongdoing fully, fairly, quickly and confidentially. We will carry out an initial assessment to determine the scope of any investigation and then we will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information. If a longer investigation is required, we may appoint an investigator or team of investigators including staff with relevant experience. The investigators may make recommendations for change to enable us to minimise the risk of future wrongdoing. We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.



Matt Haarhoff (Director)

1st January 2023