



Public Interest Disclosure Policy

This procedure is endorsed by GS Yuasa Battery Europe Ltd. (GYEUR), senior management and will be reviewed regularly. You are encouraged to raise genuine concerns without fear of reprisals.

Introduction

- GYEUR believes that good communications among workers at all levels promote better business practice.
- GYEUR will not tolerate wrongdoing by workers at any level.
- If you have a serious concern relating to one of the areas listed below the matter can be reported, in the manner set out in this procedure, without fear of reprisals.
- The purpose of this procedure is to enable GYEUR to investigate and deal properly and sensitively with allegations of wrongdoing raised by workers.
- You should use this procedure if you wish to report or raise concerns about wrongdoing of the nature listed below. It is not intended to replace, for those employees covered by it, the grievance procedure [contained in the GYEUR handbook] which continues to be the appropriate way to raise personal issues relating to your job or employment.

Procedure

1. If you genuinely believe that GYEUR or any worker of the GYEUR has taken, is intending or has failed to take action that you reasonably believe will lead or amount to:
 - a criminal offence;
 - a failure to comply with any legal obligations;
 - a miscarriage of justice;
 - danger to the health and safety of any individual;
 - damage to the environment; or
 - the deliberate concealment of information tending to show any of the matters listed above

you can disclose this information orally or in writing to ***Zoe Hancock** Senior Human Resources Adviser, on telephone **00(44) 1495 354053** or email **Zoe.Hancock@gs-yuasa.uk** If you make such a disclosure, you should provide full details and, where possible, supporting evidence.

GS Yuasa Battery Europe Ltd, Unit 22, Rassau Industrial Estate, Ebbw Vale, NP23 5SD



2. It is important that these types of issues are dealt with sensitively and quickly. Anonymous disclosures are strongly discouraged as they are likely to hinder effective investigation. If you disclose information in accordance with this procedure, in so far as it is reasonably practicable, your identity will be kept confidential.
3. The GYEUR will promptly investigate your allegation and will take whatever action it considers appropriate. Your assistance may be required during the investigation. Your allegation will be addressed seriously and you will be informed of the outcome of the investigation as soon as practicable.
4. If you reasonably believe that the nature of your concern relates to any of the areas set out in paragraph 1 above and you disclose this information to the appropriate person under this procedure in good faith, no action will be taken against you for making the disclosure.
5. The GYEUR will take appropriate action against any person:
 - found to be victimising another person for using this procedure, or deterring any person from reporting genuine concerns under it; or
 - making the disclosure/allegation maliciously or vexatiously, or where there were no reasonable grounds for believing that the information supplied was accurate.

For those people employed directly by the GYEUR, disciplinary action may be taken, which may result in dismissal.

Policy No:	EVQM-PI100	Issue No: 2
Approved by:	Managing Director	Director
Signature:		
Date:	2/12/2022	11/12/22
Approved by:	Director	*Company Secretary
Signature:		
Date:	23/11/22	23/11/22