



# ATLANTIC LIGHT

## WHISTLE BLOWING POLICY

ATLANTIC LIGHT takes all malpractice very seriously, whether it is committed by an employee, supplier customer, competitor or contractor.

This policy statement applies to all permanent and temporary employees, agents and contractors. It is intended to complement statutory protection and for the avoidance of doubt, statutory rights will not be affected in any way by this policy.

The following examples demonstrate what we mean by serious malpractice:

- Fraud, corruption, bribery or other malpractice which could lead to a financial loss to the Group
- Criminal offences, eg. Theft, Drug taking
- Breaches relating to the accuracy or integrity of the Group's financial statements;
- Failure to comply with legal obligations
- Actions which are intended to conceal any of the above

If you become aware of any such activities of other possible malpractices you are encouraged to follow set procedures. It will not always be clear that a particular action falls within one of these categories and you will need to use your own judgement. However, if you believe the matter to be serious, ATLANTIC LIGHT would prefer you to report your concerns rather than keep them to yourself.

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**ANUGE FREDINAND**  
Managing Director

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