
SLR GROUP GLOBAL WHISTLEBLOWING POLICY

The SLR Group is one of the world's leading global environmental and advisory consultancies and is committed to operating at all times in a manner which is transparent, complies with relevant legislation, is ethical and is equitable to all of its stakeholders.

The Group considers that an important feature of operating ethically and transparently is to provide a simple mechanism to enable any employee to voice concerns about perceived illegal, unethical or inappropriate conduct within the business. This policy sets out SLR's commitment to providing such a mechanism, while the associated Whistleblowing Procedures set out the means by which employees can voice such concerns.

This policy applies at all times and to all SLR Group Companies, in all countries where the SLR Group operates or has any business interests.

We are committed to:

- Communicating this policy to all SLR Employees.
- Providing clear and effective mechanisms outside normal line management through which employees can voice concerns about inappropriate or unethical conduct, described in SLR Group Whistleblowing Procedures.
- Ensuring matters raised are dealt with quickly and appropriately.
- Treating any concerns raised in a confidential and sensitive manner, including a facility for concerns to be voiced anonymously.
- Providing reassurance to employees that they can voice concerns in good faith without fear of reprisal or victimisation.
- Providing guidance to all SLR Employees on the Whistleblowing Policy and Procedures and fully supporting them in ensuring compliance with the Policy.

The SLR Group Management Executives are responsible for monitoring and reviewing the implementation and effectiveness of the policy and the content of related procedures and training material. This will be done on an annual basis or upon any changes in relevant legislation.

A handwritten signature in black ink, appearing to read 'Neil Penhall'. The signature is fluid and cursive, with a large initial 'N' and 'P'.

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Neil Penhall
Chief Executive Officer
SLR Global Ltd
January 2021