

Madulsima Plantations PLC statement on whistleblowing arrangements

Introduction

We want our people to feel safe and confident to speak up and raise concerns about actions and behaviours that break the law, breach regulations, or go against our policies and values.

We encourage our people to use the usual speak up channels to escalate these concerns; however, we understand that there are circumstances where people may not feel comfortable doing so.

To facilitate the above, Madulsima Plantations PLC has established a dedicated whistleblowing channel that enables both internal and external stakeholders to raise concerns confidentially.

Raising Concerns

Reports of concerns can be made through our raising concerns channels via phone, email, or mail. During office hours, please contact 0112522871 (Ext 207), after hours 0777699431, or email whistleblowing.corp@melsta.com.

Confidentiality

Measures are implemented to ensure the confidentiality and/or anonymity of both the individual raising the concern and the subject.

Investigation Standards

Our standards and policies govern the investigation of cases reported to Madulsima Plantations PLC are conducted carefully, with the highest level of confidentiality, ensuring thoroughness, independence, and timeliness by subject matter experts.

Governance

The Audit Committee oversees the effectiveness of Madulsima Plantations PLC whistleblowing arrangements. It receives regular updates on concerns raised and the management actions taken in response.

Additionally, we have appointed a non-executive whistleblowers' champion to ensure the integrity, independence, and effectiveness of our whistleblowing policies and procedures.

Retaliation

Acts of retaliation against those who voice concerns are neither condoned nor tolerated, and we consider such behavior to be a potential cause for disciplinary action.