

## Whistleblower Policy

The Group is committed to an open, ethical business environment and recognises that any malpractice, fraud or other inappropriate behaviour may often be revealed by another employee.

We will act upon any complaint, or disclosure, by any person within the Group about such matters as:

- a suspected criminal offence connected with the business
- failure to observe legal obligations or regulations
- endangering health & safety, or the environment
- financial or non-financial malpractice
- improper conduct or unethical behaviour, e.g. bullying, harassment, bribery
- suppression or concealment of any information relating to any of the above

Employees must always act in good faith when making a complaint or disclosure. Any disclosure will be treated confidentially where requested, and those notifying a matter will usually be informed of the outcome of any investigation.

If you would like to raise a matter of concern, this should be done in the first instance with your line manager. If you don't believe this is appropriate, you should contact the General Manager of the site or your respective Executive Vice President. In cases where this may not be appropriate, you should contact the Ethics & Integrity Helpline by telephone or via website at [www.ttelectronics.ethicspoint.com](http://www.ttelectronics.ethicspoint.com). You may do so either identifying yourself or anonymously if circumstances warrant.

In exceptional circumstances, you can bring a matter directly to my attention or to the Chairman of the Audit Committee of the Group Board. Contact details are set out below.

The Board takes very seriously the policy on Whistleblowing as part of our commitment to an open and ethical business environment.

### CONTACT DETAILS

**Ethics & Integrity Helpline**      *see local freephone number  
on site posters*      [www.ttelectronics.ethicspoint.com](http://www.ttelectronics.ethicspoint.com)

**Chief Executive Officer**  
Richard Tyson      [richard.tyson@ttelectronics.com](mailto:richard.tyson@ttelectronics.com)

**Group General Counsel and Company Secretary**  
Lynton Boardman      [lynton.boardman@ttelectronics.com](mailto:lynton.boardman@ttelectronics.com)

**Executive VP HR**  
Sarah Hamilton-Hanna      [sarah.hamilton-hanna@ttelectronics.com](mailto:sarah.hamilton-hanna@ttelectronics.com)

**Divisional Executive Vice Presidents**  
Mike Leahan      [michael.leahan@ttelectronics.com](mailto:michael.leahan@ttelectronics.com)  
Charlie Peppiatt      [charlie.peppiatt@ttelectronics.com](mailto:charlie.peppiatt@ttelectronics.com)  
Tom Garvey      [tom.garvey@ttelectronics.com](mailto:tom.garvey@ttelectronics.com)

**Chairman of the Audit Committee**  
Anne Thorburn      [annethorburn@outlook.com](mailto:annethorburn@outlook.com)

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