

## Caltag Medsystems Whistle Blowing (Public Interest Disclosure Policy)

1. Caltag Medsystems stresses to all staff that it expects its business to be conducted with the highest standards of integrity and honesty at all times.
2. In the unlikely event that employees become aware of any wrongdoing at work (whether by the Company or any employee) which they believe has occurred or is likely to occur and which may lead to the Company's integrity being compromised then they are encouraged to report this as soon as possible.
3. The aim of this policy is to give employees the confidence to report any such wrongdoing at work even if they believe that the Company itself is responsible for the wrongdoing. The policy sets out how any such report should be made to and how the matter will be dealt with. A report of any wrongdoing covered by this policy will be treated confidentially.
4. If a report is made in good faith, of any wrongdoing at work relating to any of the following or any attempt to conceal any of the following then employees will not suffer any detriment as a result of making such a report:
  - 4.1. A criminal offence;
  - 4.2. A failure to comply with legal obligations;
  - 4.3. A miscarriage of justice;
  - 4.4. Danger to the health and safety of any person; or
  - 4.5. An environmental risk.
5. Should employees feel that they have suffered any detriment as a result of reporting a wrongdoing in accordance with this policy then they should bring a grievance as detailed in the Grievance Procedure included with these rules. Any such complaint will be treated seriously and confidentially.
6. Making a report
  - 6.1. Initially concerns should be discussed informally with the employees Supervisor. Where an investigation is required that Supervisor will carry this out. The employee will be kept informed of the progress and outcome of this investigation and what action, if any, it has been necessary to take.

- 6.2. Where an initial informal report to the Supervisor is inappropriate, or if there are concerns about the speed or outcome of the investigation then the matter should be referred to the chief Operating Officer (COO). The employee's concerns will be investigated and they will be kept informed of the progress of the investigation, its outcome and any action which the Company deems it appropriate to take as a result.
- 6.3. Any use of this procedure to make a report other than in good faith may lead to disciplinary action being taken against you.

June 2017

