



**EASTERN PRODUCE
REGIONAL SERVICES**

KENYA • MALAWI • SOUTH AFRICA • TANZANIA
CULTIVATING QUALITY

WHISTLEBLOWING POLICY

This policy applies to;

- All employees of Eastern Produce Regional Services (EPRS) Limited, officers, consultants, contractors, volunteers, interns, agency workers, customers, suppliers, service providers, company agents, and any other individuals performing functions in relation to the Company.
- Members of the general public who wish to raise legitimate concerns about suspected wrongdoing affecting the Company's operations.

It is important that any fraud, misconduct or wrongdoing by employees, company agents, service providers, senior managers or executives of the Company is reported through the proper channels and dealt with.

The Company encourages all individuals to raise genuine concerns regarding the conduct or behaviour of others in the business or the way in which the business is managed.

Legitimate concerns may be raised by an employee and any other person who has a reasonable belief that any of the following wrong doing has occurred or is about to occur:

- A criminal activity;
- Modern Slavery or human trafficking
- Harassment (including sexual harassment) or bullying
- Unethical conduct;
- Fraud, bribery or corruption
- Financial misconduct
- Failure to comply with any legal, professional, or regulatory obligation;
- Miscarriages of justice;
- Danger to health and safety;

- Environmental damage;
- Breach of company policy, procedure, or contractual obligation; or
- Deliberate concealment of any of the above

The whistleblower is not required to have proof of wrongdoing; a reasonable belief is sufficient. He/she has no responsibility for investigating the matter - it is the Company's responsibility to ensure that an investigation takes place and necessary action implemented.

All issues raised relating to this policy will be handled with utmost confidentiality, unless otherwise requested.

Report all concerns to: confidential@eprs.co.ke