

# Global Whistleblowing Policy



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Classification	PUBLIC

## Overview

At LTG, we are committed to supporting our colleagues to raise awareness of any unethical, dishonest, wrongdoing or any behaviour that may fall under the purview of this whistleblowing policy. We will support colleagues to raise these issues directly to their line manager/appropriate person or confidentially via a third party managed helpline.

## Applicability

The applicability of this statement falls under purview of the [Global Policy Applicability Statement](#).

## Scope

This policy applies to all LTG colleagues.

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## Global Whistleblowing Policy

At LTG, we are committed to maintaining the highest standards of honesty, integrity, and ethical conduct. We have zero tolerance for fraud and unethical practices in the workplace and are dedicated to ensuring LTG remains a safe, inclusive, and respectful place to work.

LTG has engaged EthicsPoint, an independent whistleblowing platform provided by NAVEX, a leader in ethics and compliance management solutions. EthicsPoint offers a secure and confidential system for employees to report concerns, reinforcing our culture of transparency and honesty.

## Reporting Concerns

If, during your employment at LTG, you experience or witness dishonest or unethical behaviour, acts of corruption, health and safety breaches, harassment, bullying, or other forms of wrongdoing, we strongly encourage you to report it immediately through one of the following channels:

**Direct Reporting** – Speak to your line manager or any appropriate person, such as the HR team, within the organisation.

- **Email the HR Team** - Email the HR Team privately and in total confidence at [Talk@ltgplc.com](mailto:Talk@ltgplc.com).
- **Confidential Whistleblowing Helpline** – Use EthicsPoint to submit a report securely and anonymously:
  - Web Intake Site URL: [ltg.ethicspoint.com](http://ltg.ethicspoint.com)
  - Mobile Intake Site URL: [ltgmobile.ethicspoint.com](http://ltgmobile.ethicspoint.com)



- QR Code for Mobile Site

All reports through EthicsPoint will be handled confidentially by independent professionals. Your details will not be disclosed to LTG unless you choose to share them. You also have the option to remain anonymous.

## **Our Commitment to You**

We want to assure you that LTG will not tolerate retaliation against individuals who make good-faith reports of suspected misconduct. Every report will be investigated fairly and thoroughly. In addition to our internal channels, you also have the right to report concerns to relevant external bodies or regulators, in line with local laws and regulations.

EthicsPoint does not replace our existing policies and procedures. We encourage all employees to familiarise yourselves with these policies, which are easily accessible on Confluence.

We are committed to regularly reviewing this process to ensure it remains effective and relevant, considering changes in laws, regulations, and our business environment.

Last review date: 31/3/2025

Document control

**i** This policy is only controlled in its live, digital format. Any other format or export of this policy is an uncontrolled version of this document

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Version History

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Nov 1, 2024	@angelina.kilmer	1.1	Change Policy classification from Confidential to Public
Jul 30, 2024	@Paul Gordon	1.0	Policy format update only