

Global Whistleblowing Policy



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Classification	PUBLIC

Overview

We are committed to supporting our colleagues to raise awareness of any unethical, dishonest, wrongdoing or any behavior 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 Company personnel.

Global Whistleblowing Policy

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.

The Company 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 with the Company, you experience or witness dishonest or unethical behavior, 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 organization.
- **Email the HR Team** - Email the HR Team privately and in total confidence at talk@ltgplc.com
- **Confidential Whistleblowing Helpline** – Use EthicsPoint to submit a report securely and anonymously:
 - Web Intake Site URL: ltg.ethicspoint.com
 - Mobile Intake Site URL: ltgmobile.ethicspoint.com

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

Our Commitment to You

We want to assure you that the Company 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 familiarize yourselves with these policies, which are easily accessible on the Company's Central Documentation Wiki.

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

Document control



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

Document Owner	HR
Author(s)	Senior HR Team
Required Approver(s) and Approval Date	Senior HR Manager

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Version History

Date	Author(s)	Version	Changes
4 Aug 2026	Angelina	2.1	Minor format update
2 Mar 2026	Angelina Kilmer Paul Gordon	2.0	Annual Review
1 Nov 2024	Angelina Kilmer	1.1	Change Policy classification from Confidential to Public
30 Jul 2024	Paul Gordon	1.0	Policy format update only

