

<p><b>DAMSON MADDER</b> <b>Supplier Whistleblowing Policy</b> October 2022</p>
--

Whistleblowing Policy for suppliers and their employees for the reporting of potential malpractice, health and safety issues and unethical practices (Damson Madder employees are covered by their own internal policy and as such should refer to this regarding their concerns)

## 1. **Introduction**

Damson Madder takes protecting its colleagues and suppliers very seriously, and aims to conduct its business with the highest standards of integrity and transparency at all times. However, like any organisation, there are occasions where we face the risk of things going wrong, or we are unaware of malpractice taking place.

## 2. **Scope of policy**

This policy provides the basis on which to raise any concerns regarding information relating to malpractice, health and safety issues, unethical or criminal practice including Modern Slavery and failure to comply with national legal standards. All concerns will be taken seriously, investigated appropriately and treated confidentially.

## 3. **Who it applies to**

All partners involved in Damson Madder and the wholesale division.

Suppliers and service providers under a contract with a partner

Subcontractors including CMT, printing and fabric suppliers, trims and packaging.

Supplier and subcontractor employees including family members.

Members of the public or external providers such as utilities and delivery providers.

## 4. **What should I report?**

- False accounting or reporting irregularities including wage and work hours.
- Any health and safety concerns especially if harmful or dangerous to a person or persons.
- Unacceptable work environments such as no heating, poor sanitation and housekeeping and no or poor building maintenance.
- Unacceptable and dishonest work practices such as the use of unapproved subcontractors, homeworkers and individuals.
- Racial, sexual, disability or other discrimination.
- Evidence of bribery.
- Any violation of the group's Modern Slavery policies and/or Damson Madder's code of conduct.

- Damage to the environment and unethical environmental practices.

## 5. **Safeguards**

All concerns will be treated in confidence and if you ask that your identity is protected it will not be disclosed without your consent.

All such disclosures will be treated in a confidential and sensitive manner.

## 6. **Procedure**

Please email [complianceandsourcing@fqmentertainment.com](mailto:complianceandsourcing@fqmentertainment.com) to seek advice or report concerns.

Once a concern has been raised Damson Madder will make preliminary enquiries and decide if further investigation is needed.

If further investigation is needed Damson Madder where possible will advise and feedback any outcomes.

**This policy has been approved & authorised by:**

**Name:** Shelley Barrett  
**Position:** Human Resources Manager  
**Date:** 4 October 2022  
**Signature:** *Shelley Barrett*