

Whistleblowing Policy

SparkTricity Ltd is committed to the highest standards of openness, integrity and accountability. This policy enables employees, contractors and others to raise concerns about wrongdoing without fear of reprisal, in line with the Public Interest Disclosure Act 1998.

What to report

- Danger to health and safety, or to the public or environment.
- Criminal activity, fraud, bribery or financial malpractice.
- Modern slavery, or safeguarding concerns.
- Failure to comply with a legal or regulatory obligation, or the covering up of any of the above.

How to raise a concern

Concerns should be raised with the Managing Director in the first instance, in person, by phone on 020 8848 7181 or by email to info@sparktricity.co.uk. Concerns can be raised in confidence. If the concern involves the Managing Director, or you are not satisfied with the response, you may contact the independent charity Protect (advice line 020 3117 2520) or the relevant regulator.

Protection

No one who raises a genuine concern in good faith will suffer dismissal, disciplinary action or any other detriment as a result, even if the concern turns out to be mistaken. Deliberately false or malicious allegations may, however, be treated as a disciplinary matter.

Signed (digitally signed): Manjit S. Tamber, Managing Director, SparkTricity Ltd

Reviewed: December 2025 · Next review: December 2026