

WHISTLEBLOWING POLICY

AMF Mech Ltd, trading as AMF MEP · Public Interest Disclosure Act 1998 / Public Interest Disclosure (Northern Ireland) Order 1998

AMF wants wrongdoing surfaced, not buried. If you become aware of possible malpractice, danger or wrongdoing connected with the Company's work, raise it. This policy explains how, and the protection you have when you do. It applies to every employee and to contractors and agency staff working with us.

1. What to raise

Concerns that something is, has been, or is likely to be: a criminal offence; a breach of a legal obligation; a miscarriage of justice; a danger to anyone's health and safety; damage to the environment; or deliberate concealment of any of these. For staff employed in Great Britain, a disclosure that sexual harassment has occurred, is occurring or is likely to occur is also a qualifying disclosure in its own right (section 43B(1)(da) of the Employment Rights Act 1996, added from 6 April 2026). AMF treats such a concern the same way wherever you are employed. In our work, concerns about DESIGN, BUILDING SAFETY or FIRE SAFETY are always legitimate to raise speaking up about them is part of the job, not an act of disloyalty. Personal grievances about your own employment belong under the grievance procedure in the Staff Handbook instead.

2. How to raise it

- Raise it with your line manager or any Director: verbally or in writing, as you prefer.
- If your concern involves the Director, raise it with John Fleming, Head of Operations, who will arrange for it to be considered independently, including by an external person where that is appropriate.
- For free, confidential and independent advice at any stage, contact the whistleblowing charity Protect. Their website is protect-advice.org.uk
- You may also make a protected disclosure directly to a prescribed regulator, for example HSE, HSENI, the ICO or the Building Safety Regulator, where you reasonably believe the information is substantially true and the regulator is the right body.

3. What happens next

The person you raise it with records the concern, and the Company looks into it proportionately and promptly, keeping you informed of progress and, so far as possible, the outcome. Where the concern touches statutory duties (safety, building safety, data protection), the Company reports to the relevant regulator as the law requires. Confidentiality is respected: your identity is not disclosed beyond those who need to know without talking to you first, unless the law requires it.

4. Your protection

You will not be dismissed, disciplined or subjected to any other detriment for raising a genuine concern, even if it turns out to be mistaken. That protection comes from this policy and from the Public Interest Disclosure Act 1998 in Great Britain and the Public Interest Disclosure (Northern Ireland) Order 1998 in Northern Ireland, which protect workers who disclose in the reasonable belief that it is in the public interest. No clause in your contract, or in any agreement with the Company, can stop you making a protected disclosure: any such term is void to that extent. Deliberately false or malicious reports are not protected and are a disciplinary matter. A concern raised in good faith that is not upheld attracts no criticism whatsoever.

SIGNED BY



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John Fleming
Head of Operations
for and on behalf of AMF Mech Ltd, trading as AMF MEP

Signed: 20 August 2026 Review due: August 2027

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