



## Whistleblowing Procedure

A&P Group Ltd is committed to an effective system of Corporate Governance to help fulfil our corporate responsibilities. A&P Group Ltd promotes a culture of integrity, competence, fairness and responsibility. We want to know about any unlawful conduct, financial malpractice or dangers to the public, the environment, or to anyone working for A&P Group that may be occurring despite our rigorous compliance procedures.

For this reason, under A&P Business Conduct & Ethics Policy, we encourage all our workers to raise any genuine concerns about malpractice or unlawful conduct which they suspect is taking place at work.

We recognise that employees may be worried about raising such issues or may want to keep the concern to themselves. By using this procedure they may submit a concern and it will be dealt with effectively, discretely and, if requested in confidence. We encourage anyone to:

- Raise a concern about malpractice at an early stage and in the right way. If you know or reasonably suspect that another A & P employee or any third party (e.g. client, supplier, agent or other representative of A&P) has committed bribery or any other form of corruption, you should raise your concern without delay.
- Try to raise any concerns with your supervisor or line manager for resolution. If this is not practicable or appropriate the following contact methods are available:

You can telephone on: 0191 430 8774

You can write to: A&P Group WB, A&P Group Offices, A&P Tyne, Wagonway Road, Hebburn, Tyne & Wear,

You can email: [whistleblowing@ap-group.co.uk](mailto:whistleblowing@ap-group.co.uk)

A&P Group Limited  
Group Managing Director  
November 2016

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