THE HOME OF

EARTH POSITIVE

CONTINENTAL CLOTHING CO.

WHISTLEBLOWER MECHANISM

Continental Clothing Company Ltd

“The Certified Entity shall establish an anonymous non-discriminatory whistle-blower mechanism, assuring easy access and effective measures to protect whistle-blowers and ensuring that any information received regarding corruption or non-compliance is followed up and necessary actions taken.” (GOTS Manual 4.5.9)

A. Introduction

The Company is committed to maintaining the highest standards of integrity, honesty and accountability. Employees are encouraged to raise genuine concerns about wrongdoing or malpractice without fear of reprisal.

Under UK law, employees and workers are protected from suffering any detriment, discrimination or dismissal as a result of making certain disclosures about the organisations for which they work.

B. Qualifying Disclosures

1. Certain disclosures are protected by law and are known as **"qualifying disclosures"**. A qualifying disclosure is the disclosure of information that an employee reasonably believes is both true and in the public interest, and which indicates that the Company has committed, is committing, or is likely to commit a **relevant failure**, including:

a) committing a criminal offence;
b) failing to comply with a legal obligation;
c) a miscarriage of justice;
d) endangering the health or safety of any individual;
e) causing damage to the environment; or
f) deliberately concealing information relating to any of the above matters.

2. These matters may relate to events that have occurred in the past, are currently taking place, or may occur in the future. For example, a disclosure may qualify if it concerns environmental damage that has happened, is happening, or is likely to happen. The Company will treat any concerns raised under this policy seriously and investigate them appropriately.

3. The Employment Rights Act 1996 provides protection for workers who "blow the whistle" when they reasonably believe that wrongdoing, unlawful conduct, a miscarriage of justice, or a health and safety risk has occurred, is occurring, or is likely to occur. To qualify for protection, the disclosure must be made in the public interest. Employees are encouraged to use this procedure to raise any such concerns.

C. Reporting Procedure

1. In the first instance, any concerns should be raised with your Manager. All concerns will be handled as confidentially as possible and treated seriously. If you are not satisfied with the explanation

provided or believe that the matter has not been addressed appropriately, you may raise the concern with the relevant external authority, regulatory body or prescribed organisation.

2. If you feel unable to raise the matter with your Manager, or if doing so would be inappropriate in the circumstances, you should report your concerns directly to the appropriate external authority, regulatory body or prescribed organisation.

D. Protection from Detrimental Treatment

The Company will not tolerate bullying, harassment, victimisation or any other form of detrimental treatment directed towards an individual because they have made, or are believed to have made, a qualifying disclosure in good faith.

Any employee found to have subjected a colleague to such treatment will be subject to disciplinary action, which may include dismissal.

London, 5th June 2026

Signed by:

Philip Charles Gamett

Co-founder and Managing Director

Continental Clothing Company Ltd

Alum House, Bournemouth BH4 8DR, U.K.