

WHISTLE BLOWING POLICY STATEMENT

Bachy Soletanche Ltd (BSL) is a specialist geotechnical contractor engaged in ground investigation, foundation, and specialist geotechnical work within the construction industry. We are committed to maintaining the highest standards of integrity, accountability, and transparency. Employees, workers, contractors, and others associated with BSL are encouraged to report any concerns about wrongdoing without fear of retaliation. Whistleblowing refers to the act of disclosing information regarding misconduct or illegal activities.

What is Whistleblowing?

Whistleblowing occurs when an individual raises a concern, they reasonably believe shows wrongdoing in the following areas:

- Criminal offences
- Failure to comply with legal obligations
- Miscarriages of justice
- Endangering health and safety
- Environmental damage
- Covering up any of the above

Our Commitment

BSL is committed to:

- Protection from retaliation: Whistleblowers will not face adverse consequences for making a genuine disclosure.
- Confidentiality: We will protect the whistleblower's identity, unless required by law to disclose it.
- Fair investigation: Disclosures will be investigated thoroughly and, in a fair, timely manner. Feedback will be provided to whistleblowers where possible.
- Support: Guidance and support will be available to those raising concerns, ensuring the process is clear and accessible.

How to Report

Concerns can be raised through the following channels:

- Managers: Speak to your line manager or a senior manager.
- HR: Report directly to HR.
- Email: Send reports to ethics@vinci.com or use vinci-integrity.com.

Investigation Process

Upon receiving a disclosure, BSL will:

- Acknowledge the concern and investigate promptly.
- Maintain confidentiality where requested, although anonymous disclosures may limit the feedback provided.
- Provide updates to the whistleblower, if appropriate, regarding the outcome of the investigation.
- Protection for Whistleblowers
- Retaliation or victimisation against a whistleblower is strictly prohibited. Any such instances will be dealt with promptly and effectively.

Policy Review

This policy, which is reviewed annually, is communicated to all employees and persons working on our behalf and made publicly available to interested parties via our website.

Approved by:

Tamas Kaltenbacher

Tamas Kaltenbacher (May 7, 2026 14:36:44 GMT+1)

Date:

30/03/2026

Name and Title:

Tamas Kaltenbacher BSL Managing Director