

Whistleblowing Policy

Teek It Ltd is committed to maintaining the highest standards of openness, integrity and accountability. This Whistleblowing Policy is designed to encourage employees and individuals working on behalf of the company to report concerns about wrongdoing or unethical behaviour in a safe and confidential manner.

1. Scope

This policy applies to all directors, employees, contractors, suppliers and other parties acting on behalf of Teek It Ltd.

2. Reportable Concerns

Concerns that may be reported under this policy include, but are not limited to: bribery or corruption, fraud, breaches of legal obligations, health and safety risks, environmental harm, and breaches of company policies.

3. Reporting Procedure

Concerns should be reported to the Managing Director. Reports may be made verbally or in writing and will be handled confidentially wherever possible.

4. Protection from Detriment

Teek It Ltd will not tolerate any form of retaliation or detrimental treatment against individuals who raise concerns in good faith.

5. Investigation

All concerns raised will be assessed and, where appropriate, investigated promptly and fairly.

6. Review

This policy is reviewed annually and updated as necessary.



Signed:

A handwritten signature in black ink, appearing to read 'Raju', with a small dot at the end.

Managing Director
Teek It Ltd

Company: Teek It Ltd

Issue Date: 09 February 2026

Review Date: 08 February 2027

Responsible Person: Managing Director

