



## Whistleblowing Policy

1. It is the responsibility of every Babcock employee to bring to the attention of appropriate management any concerns that they have that:
  - a) bribery or corruption has taken place, or is likely to take place;
  - b) there may be fraud or other irregularities going on in the way transactions, goods or services are being paid for, recorded or invoiced (or in the failure properly to record or invoice them)
  - c) the health or safety of any individual is being, or is likely to be, endangered by the way activities are being carried out;
  - d) any other criminal offence has taken place, or is likely to take place;
  - e) there has been, or is likely to be, a failure to comply with legal obligations;
  - f) there has been, or is likely to be, a miscarriage of justice; or
  - g) the environment has been, or is likely to be, damaged,

in each case, as a result of acts or omissions of Babcock or any of its employees. Or, indeed, if any of the above result from the acts or omissions of Babcock's agents, advisers, subcontractors, suppliers or customers in their dealings or activities so far as they affect or relate to Babcock, its business or employees at work.

2. No action will be taken against an employee who alerts management to these concerns if they turn out to be unfounded so long as the information and any allegations made were passed on in good faith; in the genuine belief that they were substantially true; with no intention of personal gain; and without malice.

### Procedure

3. Normally, employees should feel able to bring these matters to the attention of their line managers, who are in turn under a duty to pass on the information to appropriate senior management.
4. However, if an employee feels that this is an inappropriate route in the circumstances or is uncomfortable with it, or believes that the matter has not been dealt with satisfactorily by the line manager, they should (by phone, letter or email) bring the matter to the attention of the Group General Counsel or any of the Group's lawyers.
5. Alternatively, employees may use the confidential "whistleblowing" telephone or web service established for employees to report matters of concern. Details of the whistleblowing service are published at all sites and on the Group's intranet and website.
6. It is the responsibility of Sector management to ensure that details of that service and these procedures are made known to existing employees and new joiners, and are refreshed from time to time.

## Whistleblowing service

You can report workplace concerns that you are uncomfortable about raising in any other way via our confidential reporting service.

The confidential, reporting service, EthicsPoint, is operated by NAVEX Global, an independent company. If you wish, you may leave your name and contact details, or you may choose to leave a completely anonymous message.

	<p><b>Telephone</b> (see numbers below)</p> <p><b>Web</b> <a href="http://babcockinternational.ethicspoint.com">babcockinternational.ethicspoint.com</a></p> <p><b>Mobile</b> <b>intake</b> <a href="http://babcockinternationalmobile.ethicspoint.com">babcockinternationalmobile.ethicspoint.com</a></p>																																											
	<table border="1"> <thead> <tr> <th data-bbox="204 898 635 1016">Country</th> <th data-bbox="635 898 1401 1016">Number</th> </tr> </thead> <tbody> <tr> <td data-bbox="204 1016 635 1061">Ascension Island</td> <td data-bbox="635 1016 1401 1061">web only</td> </tr> <tr> <td data-bbox="204 1061 635 1106">Australia</td> <td data-bbox="635 1061 1401 1106">1800 943 469</td> </tr> <tr> <td data-bbox="204 1106 635 1151">Botswana</td> <td data-bbox="635 1106 1401 1151">00269-800-7861-008</td> </tr> <tr> <td data-bbox="204 1151 635 1196">Canada</td> <td data-bbox="635 1151 1401 1196">844-277-1694</td> </tr> <tr> <td data-bbox="204 1196 635 1240">Cyprus</td> <td data-bbox="635 1196 1401 1240">80 080576</td> </tr> <tr> <td data-bbox="204 1240 635 1285">Denmark</td> <td data-bbox="635 1240 1401 1285">80 70 75 71</td> </tr> <tr> <td data-bbox="204 1285 635 1330">Falkland Islands</td> <td data-bbox="635 1285 1401 1330">web only</td> </tr> <tr> <td data-bbox="204 1330 635 1375">Finland</td> <td data-bbox="635 1330 1401 1375">0800 413 874</td> </tr> <tr> <td data-bbox="204 1375 635 1420">France</td> <td data-bbox="635 1375 1401 1420">0800 91 71 92</td> </tr> <tr> <td data-bbox="204 1420 635 1464">Germany</td> <td data-bbox="635 1420 1401 1464">0800 001 0267</td> </tr> <tr> <td data-bbox="204 1464 635 1509">Ireland</td> <td data-bbox="635 1464 1401 1509">1800 851 138</td> </tr> <tr> <td data-bbox="204 1509 635 1554">Italy</td> <td data-bbox="635 1509 1401 1554">800 729 219</td> </tr> <tr> <td data-bbox="204 1554 635 1644">Mozambique</td> <td data-bbox="635 1554 1401 1644">Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 408</b></td> </tr> <tr> <td data-bbox="204 1644 635 1733">Namibia</td> <td data-bbox="635 1644 1401 1733">Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 409</b></td> </tr> <tr> <td data-bbox="204 1733 635 1778">Netherlands</td> <td data-bbox="635 1733 1401 1778">0800 023 3087</td> </tr> <tr> <td data-bbox="204 1778 635 1823">New Zealand</td> <td data-bbox="635 1778 1401 1823">0800 753 251</td> </tr> <tr> <td data-bbox="204 1823 635 1868">Norway</td> <td data-bbox="635 1823 1401 1868">800 62 330</td> </tr> <tr> <td data-bbox="204 1868 635 1912">Oman</td> <td data-bbox="635 1868 1401 1912">800 74571</td> </tr> <tr> <td data-bbox="204 1912 635 1957">Portugal</td> <td data-bbox="635 1912 1401 1957">800 180 683</td> </tr> <tr> <td data-bbox="204 1957 635 2002">South Africa</td> <td data-bbox="635 1957 1401 2002">080 098 2427</td> </tr> <tr> <td data-bbox="204 2002 635 2031">South Korea</td> <td data-bbox="635 2002 1401 2031">080 880 4973</td> </tr> </tbody> </table>	Country	Number	Ascension Island	web only	Australia	1800 943 469	Botswana	00269-800-7861-008	Canada	844-277-1694	Cyprus	80 080576	Denmark	80 70 75 71	Falkland Islands	web only	Finland	0800 413 874	France	0800 91 71 92	Germany	0800 001 0267	Ireland	1800 851 138	Italy	800 729 219	Mozambique	Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 408</b>	Namibia	Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 409</b>	Netherlands	0800 023 3087	New Zealand	0800 753 251	Norway	800 62 330	Oman	800 74571	Portugal	800 180 683	South Africa	080 098 2427	South Korea
Country	Number																																											
Ascension Island	web only																																											
Australia	1800 943 469																																											
Botswana	00269-800-7861-008																																											
Canada	844-277-1694																																											
Cyprus	80 080576																																											
Denmark	80 70 75 71																																											
Falkland Islands	web only																																											
Finland	0800 413 874																																											
France	0800 91 71 92																																											
Germany	0800 001 0267																																											
Ireland	1800 851 138																																											
Italy	800 729 219																																											
Mozambique	Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 408</b>																																											
Namibia	Call the local operator and request a reverse charge or collect call to the United States <b>9805 007 409</b>																																											
Netherlands	0800 023 3087																																											
New Zealand	0800 753 251																																											
Norway	800 62 330																																											
Oman	800 74571																																											
Portugal	800 180 683																																											
South Africa	080 098 2427																																											
South Korea	080 880 4973																																											

Classification: UNCLASSIFIED

Spain	900 997 978
Sweden	020-10 93 26
Timor Leste	Call the local operator and request a reverse charge or collect call to the United States 9805 007 504
United Kingdom	0808 196 5758
United States	833-919-1133
Zambia	web only