

This arrangement applies to all Employees**This is a Global arrangement**

(Please note any deviations that may be applicable in your area)

1 Purpose

The purpose of this policy is to explain Babcock's approach to whistleblowing and encourage whistleblowers to come forward and voice any concerns they have about suspected breaches of the Babcock Code of Conduct.

2 Scope

This policy applies to all employees.

3 Whistleblowing Policy

It is the responsibility of every Babcock employee to bring to the attention of appropriate management any concerns that they have that:

- bribery or corruption has taken place, or is likely to take place;
- 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)
- the health or safety of any individual is being, or is likely to be, endangered by the way activities are being carried out;
- any other criminal offence has taken place, or is likely to take place;
- there has been, or is likely to be, a failure to comply with legal obligations;
- there has been, or is likely to be, a miscarriage of justice; or
- 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.

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

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.

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.

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.

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. Reports are relayed, on a confidential basis, to the Group Company Secretary and General Counsel/Group Secretariat who will make sure that they are investigated. If you wish, you may leave your name and contact details, or you may choose to leave a completely anonymous message.



Telephone (see numbers below)

Web babcockinternational.ethicspoint.com

Mobile intake babcockinternationalmobile.ethicspoint.com

Country	Number
Ascension Island	web only
Australia	1800 943 469
Botswana	00269-800-7861-008
Canada	833 776 1147
Cyprus	80 080576
Falkland Islands	web only
France	0800 91 71 92
Germany	0800 181 5772
Ireland	1800 851 138
Italy	800 729 219
Mozambique	Use the Click Connect link at the web address above - no number to dial
Namibia	Use the Click Connect link at the web address above - no number to dial
Netherlands	0800 023 3087
New Zealand	0800 753 251
Oman	800 74571
Portugal	800 180 683
South Africa	080 098 2427
South Korea	080 880 4973
United Kingdom	0808 196 5758
United States	833-919-1133
Zambia	web only

Jack Borrett

Group Company Secretary
and General Counsel

Signature

14 August 2026