

PD113 Whistleblowing Policy

The board and management of ERG Process Technologies Ltd and of all its subsidiaries are fully committed to conducting all its activities in full compliance with all relevant and applicable laws.

This policy is in place to reassure staff that it is acceptable to speak up and enable concerns about perceived illegal or negligent practices to be raised at an early stage and in the right way, safe in the knowledge that they have the protection under the law against discrimination.

Specifically, the Company draws employees' attention to the provisions of The Public Interest Disclosure Act, 1998 (also known as the Whistleblowers Act), which sets out the conditions under which legal protection is available for anyone reporting a public interest disclosure to the appropriate regulatory or professional body.

Signed:

A handwritten signature in blue ink, appearing to read "R Hanson".

Richard Hanson
ERG PT Managing Director
January 2026