

15.24 GYMSHARK SUPPLY CHAIN WHISTLEBLOWING POLICY REMEDIATION

The following process outlines the expected best practice and requirements when remediating an issue from a Whistleblowing notification. This applies to all workers regardless of their employment status or length of service, and includes permanent, temporary or casual labour, whether directly or indirectly employed. This process may be updated and amended from time to time and this will be communicated to supply chain partners.

General Principles

The identity of the whistleblower will be kept confidential unless Gymshark are instructed otherwise by the whistleblower or a court of law.

A whistleblower must be protected and as an employer:

- You may not make, adopt, or enforce any rule, regulation, or policy preventing an employee or volunteer from being a whistleblower.
- You cannot retaliate against an employee or volunteer who is a whistleblower.
- You cannot retaliate against an employee or volunteer for refusing to participate in an activity that would result in a violation of legal requirement or regulation.
- You cannot retaliate against an employee or volunteer for having exercised his or her rights as a whistleblower in any former employment.
- Efforts should not be made to find or punish a whistleblower on any grounds.

Investigation

Gymshark on receiving a whistleblowing notification will investigate the incident and depending on the nature of the call, may involve external investigators for the purpose of the investigation.

- No whistleblower will be subject to unfair treatment by virtue of his/her having reported a Protected Disclosure under the Gymshark Whistleblowing Policy
- If the investigation concludes that an improper unethical act has been committed, Gymshark shall recommend to the management of the supply chain partner to take such disciplinary or corrective action as they deem fit for the circumstances.
- Gymshark will give an opportunity to the supply chain partner to provide further proofs on the matter without disclosing the name of whistleblower and work with a company representative for remediation.
- Gymshark may involve FLA/ NGO's / Insurers of other customers / brands who use the suppliers to increase leverage or to remediate the issue (if it can not be resolved with supply chain partner)

Any questions on the above process should be directed to the Gymshark Sustainability Team ethicalteam@gymshark.com