



ALSS-Whistle Blowing Policy

Document No : ALSS-HR-013- Whistle Blowing Policy

Date : 15th June 2025

Rev.No	Date	Prepared By	Checked By	Approved By
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The group's whistleblowing arrangements provide a valuable opportunity for employees to raise concerns anonymously.

Every **AL SHAHER SECURITY SERVICES/ALSS**, employee has a responsibility to ensure that they uphold our core values, adhere to the law and deliver against the important commitments set out in our business ethics policy and ethics code. One of the key methods of ensuring that we maintain high standards of ethics and integrity is to ensure that employees are able to report concerns that they may have about the business or the activities of individuals that they believe contravene our ethics code.

Hosted by an independent specialist hotline and case management provider, **Speak Out** allows all **AL SHAHER SECURITY** employees and former employees to raise ethical matters of concern online or via a free telephone service. Both channels are available 24 hours a day, seven days a week and are completely confidential.

Accompanying **Speak Out**, we have a range of communication materials to raise awareness and encourage employees to report any concerns or wrongdoing. The case management system enables us to better record, manage and report on whistleblowing cases. This integrated system gives us greater visibility of the issues and what, if any, are the common themes. It offers employees greater visibility of the status of their case and any investigations.

The ethics steering group will continue to oversee the successful implementation of **Speak Out**, monitoring its caseload and carrying out as well as carrying out regular review of cases being reported, investigation progress and resulting actions.

Speak out

One of our core values, Integrity, highlights the importance of always doing the right thing, and our **Speak Out Global Hotline**, encourages our people to do just that – to blow the whistle and report concerns about serious wrongdoing, such as breaches of laws, regulations or company policy.



Kahdum Abdullah Guhdyeb | CEO
AL SHAHER SECURITY SERVICES