

WHISTLEBLOWING POLICY

Securital Solutions Ltd provides security and security-related services in Malta and is committed to operating with integrity, transparency, and accountability in all its activities.

The Company is committed to encouraging the reporting of serious concerns and to ensuring that such concerns are addressed appropriately, fairly, and without fear of retaliation.

Our Commitments

Ethical Conduct and Integrity

- To conduct business in a lawful, ethical, and responsible manner.
- To uphold high standards of honesty, integrity, and professional conduct.

Reporting of Serious Concerns

- To encourage employees and other people acting on behalf of the Company to raise concerns about serious wrongdoing, unethical behavior, or illegal activities.
- To recognize serious concerns including, but not limited to, fraud, corruption, serious breaches of law, risks to health, safety or the environment, and other conduct that could cause significant harm to the Company, its clients, or third parties.

Protection from Retaliation

- To ensure that individuals who raise concerns in good faith are protected from retaliation, victimization, or unfair treatment.
- To treat all reports seriously and confidently, to an extent reasonably practicable.

Fair Treatment and Accountability

- To ensure that reported concerns are assessed and addressed fairly and appropriately.
- To take appropriate corrective or disciplinary action where wrongdoing is identified.

Compliance and Continuous Improvement

- To comply with applicable legal and regulatory requirements relating to ethical conduct.
- To promote awareness, responsibility, and ethical behavior across the organization.

This policy provides the framework for encouraging the reporting of serious concerns within Securital Solutions Ltd and applies to all employees, contractors, and people acting on behalf of the Company. It is communicated to employees and made available to other relevant interested parties.



General Manager
Elton Debattista