

Lake House Printers & Publishers PLC

Policy Statement on Whistleblowing

1. Introduction

The Board of Directors (the "Board") of Lake House Printers and Publishers PLC ("the Company") is committed to fostering a culture of transparency, accountability, and ethical conduct. This Policy Statement outlines the Company's Whistleblowing Policy, which enables employees and stakeholders to report to the Chairman of the Audit Committee concerns about misconduct, fraud, or violations of laws and policies without fear of retaliation. This policy aligns with the Continuing Listing Rules of the Colombo Stock Exchange (CSE) and the Code of Best Practice on Corporate Governance.

2. Objectives

- To provide a secure and confidential channel for reporting genuine concerns.
- To protect whistleblowers from victimization, harassment, or retaliation.
- To ensure timely investigation and appropriate action on reported concerns.
- To promote a culture of integrity and compliance within the Company.

3. Scope

This policy applies to all employees, directors, contractors, suppliers, and stakeholders of the Company and its subsidiary. It covers concerns related to:

- ❖ Financial malpractices (e.g., fraud, corruption, bribery).
- ❖ Violations of laws or regulations.
- ❖ Breaches of the Company's Code of Conduct or internal policies.
- ❖ Threats to public health, safety, or the environment.
- ❖ Unethical behavior or misconduct.

4. Reporting Mechanism

4.1 How to Report

Concerns can be reported through the following channels:

Email: info@lakehppl.com

Hotline: 076-0810878 / 0117683731

Written Complaints: The Chairman, Audit Committee, No.41, W.A.D Ramanayake
Mawatha, Colombo.02

4.2 Information to Include

Reports should provide as much detail as possible, including:

- Nature of the concern.
- Persons involved.
- Date, time, and location of the incident.
- Supporting evidence (if available).

5. Confidentiality and Protection

The identity of the whistleblower will be kept confidential to the extent permitted by law.

The Company prohibits retaliation, harassment, or discrimination against any individual who reports a concern in good faith.

Whistleblowers acting in good faith will not be penalized, even if the investigation does not confirm the report.

6. Investigation Process

The Audit Committee will oversee the investigation of reported concerns.

Investigations will be conducted impartially and promptly by competent personnel or external experts.

Findings will be reported to the Board, and corrective actions will be taken where necessary.

7. Responsibilities

Board/Audit Committee: Ensure policy implementation and review investigation outcomes.

Management: Facilitate investigations and enforce anti-retaliation measures.

Employees/Stakeholders: Report concerns in good faith and cooperate with investigations.

8. Disclosure in Annual Report

The Company will disclose in its Annual Report:

- The existence of the Whistleblowing Policy.
- A summary of whistleblowing activities (e.g., number of reports received, actions taken).
- Confirmation that no whistleblower faced retaliation during the year.

9. Review and Updates

This policy will be reviewed annually to ensure its effectiveness and compliance with evolving legal and regulatory requirements.