Company Name	Genius Energy Lab Limited
Policy Name:	Whistleblowing and Grievance
Date:	July 2026
Review Date:	July 2027
Version:	2.2
Signed:	
Name and position in the company:	Richard Davis, CEO

Purpose

The purpose of this policy is to provide a safe and confidential process for employees, contractors, and other stakeholders of Genius Energy Lab to raise concerns about unethical, illegal, or otherwise inappropriate activities within the company. Genius Energy Lab is committed to maintaining the highest standards of integrity and accountability in all its business practices.

Scope

This policy applies to all employees, contractors, suppliers, and any other stakeholders associated with Genius Energy Lab.

Definition of Whistleblowing

Whistleblowing is the act of reporting concerns about suspected wrongdoing, including but not limited to:

- Fraud or financial irregularities
- Criminal activity
- Health and safety risks
- Environmental damage
- Bribery and corruption
- Breach of company policies or ethical standards

Reporting Procedure

Employees and other stakeholders are encouraged to report any concerns or suspicions of wrongdoing through the following channels:

1. **Immediate Supervisor or Manager**: If you feel comfortable, report your concerns to your immediate supervisor or manager.

2. **Designated Whistleblowing Officer**: If you prefer not to report to your supervisor or manager, you can contact the designated Whistleblowing Officer:

   - Name: Richard Davis
   - Position: CEO
   - Contact Information: rd@geniusenergylab.com

Confidentiality

All reports will be treated with the highest level of confidentiality. The identity of the whistleblower will not be disclosed without their consent, unless required by law. However, anonymous reports will also be accepted and investigated to the extent possible.

Protection Against Retaliation

Genius Energy Lab strictly prohibits retaliation against anyone who, in good faith, reports concerns or participates in an investigation. Any form of retaliation, including harassment, demotion, or dismissal, will be subject to disciplinary action, up to and including termination.

Investigation Process

1. **Acknowledgment**: The Whistleblowing Officer will acknowledge receipt of the report within 10 business days.

2. **Initial Assessment**: An initial assessment will determine the appropriate course of action. This may include an internal investigation or referral to external authorities.

3. **Investigation**: A thorough and impartial investigation will be conducted. The whistleblower may be contacted for additional information.

4. **Outcome**: The findings of the investigation will be documented, and appropriate actions will be taken to address any confirmed wrongdoing. The whistleblower will be informed of the outcome to the extent possible, while maintaining confidentiality.

False Reporting

While Genius Energy Lab encourages the reporting of genuine concerns, it also takes false reporting seriously. Any individual found to have knowingly made a false report will be subject to disciplinary action.