

Whistleblowing Policy

Whistleblowing is the disclosure of information by an employee or worker which relates to some danger, fraud or other illegal or unethical conduct in the workplace. The Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998) sets out how workers should make disclosures concerning workplace malpractice and gives legal protection to employees who blow the whistle on bad practice.

We are committed to ensuring that any workplace malpractice is prevented and immediately dealt with should it arise. Employees are encouraged to disclose any malpractice which they become aware of on the following matters:

- That a criminal offence has been committed, is being committed or is likely to be committed.
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject.
- That a miscarriage of justice that has occurred, is occurring, or is likely to occur.
- That the health or safety of any individual has been, is being, or is likely to be, endangered.
- That the environment, has been, is being, or is likely to be, damaged.
- That information tending to show any of the above, is being, or is likely to be, deliberately concealed.