

Whistleblowing Policy Statement 2026/27

Introduction:

All organisations face the risk of things going wrong or of unknowingly harbouring malpractice. The Company believes it has a duty to identify such situations and take the appropriate measures to remedy them. By encouraging a culture of openness within our organisation the Company believes it can help prevent malpractice. Furthermore, by knowing about malpractice at an early stage the Company is better able to take the necessary steps to safeguard the interests of all staff and protect the organisation. In short, the Company encourages all employees to 'blow the whistle' on suspected malpractice.

Examples of Whistle blowing vs Grievance (Personal Concern)

You believe your line manager is treating you unfairly by excluding you from meetings or speaking to you in an unprofessional tone. This is a grievance because it relates to your personal treatment and working conditions.

Whistleblowing (Public Interest Disclosure)

You discover that your line manager is billing for services not provided. This is whistleblowing because it concerns dishonest behaviour that could constitute fraud and affect the company and public funds".

Our commitment

- The Company **encourages all staff to report suspected malpractice** in relation to our activities. We construe malpractice widely and this includes:
 - Any illegal activity at the Company.
 - Any activity that causes the Company to breach its legal obligations.
 - Any activity that causes the Company to endanger the health and safety of any person.
 - Any activity that damages the environment.
 - Any attempt to wilfully conceal any information that tends to show malpractice.
- Employees are not required to obtain evidence of malpractice before raising concerns. The company does not expect employees to commit an act or acts of misconduct, breach of company rules or damage the Company in any way to obtain information.
- The Company is committed to ensuring that providing an environment in which employees can raise concerns as far as possible in complete confidence.
- The Company will ensure that whistleblowers are treated with respect and that protection is provided against discrimination of any kind following the raising of a concern, even if the original concern turns out to be unfounded.
- To investigate and respond to a concern in a responsible, appropriate and measured manner, such that the issue is addressed and closed out in accordance with the law, company policy and good practice.

A **Whistleblowing Protocol** is in place to enact this policy and ensure that employees are aware of their duties and rights.

Company policies are provided as general guidelines to support consistent practices and are non-contractual

This Policy statement and the associated Protocol will be formally reviewed on an annual basis but may be updated at other times, as required.

Tony Bamford Managing Director		May 2026
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