

Whistle-Blowing Policy

1. Policy Statement

The Guardtech Group is committed to conducting business with honesty and integrity. We expect all employees, contractors, and associated personnel to maintain high standards and to report any wrongdoing that falls short of these standards.

This policy is designed to ensure that any concerns raised are dealt with seriously, appropriately, and confidentially, and that whistleblowers are protected from victimisation or reprisal.

2. Purpose

The purpose of this policy is to:

- Encourage staff to report suspected wrongdoing as soon as possible.
- Provide a clear procedure for raising concerns.
- Reassure whistleblowers that they will be protected if they raise concerns in good faith.

3. Scope

This policy applies to:

- All employees (permanent, temporary, part-time).
- Agency workers, consultants, contractors, and interns.

It covers concerns that are in the public interest, such as:

- Criminal activity or offences.
- Miscarriages of justice.
- Health and safety risks.
- Environmental damage.
- Bribery or corruption.
- Financial malpractice or fraud.
- Concealment of any of the above.

4. Raising a Concern

Concerns should be raised at the earliest opportunity. You can do so by contacting your Line Manager.

If you feel unable to raise the concern internally, you may report it to an external body such as:

- Protect (formerly Public Concern at Work) – www.protect-advice.org.uk
- The Health and Safety Executive (HSE) – where relevant
- The Financial Conduct Authority (FCA) – where relevant

5. Anonymous Reporting

Concerns may be raised anonymously. However, anonymity may limit the ability to investigate the issue fully or provide feedback.

6. Investigation Process

All reports will be taken seriously and investigated promptly. A designated investigator will:

- Acknowledge receipt within 7 working days.
- Assess the nature and seriousness of the issue.
- Conduct an investigation (which may involve interviews and evidence gathering).
- Report findings and recommend action.

Where possible and appropriate, you will be informed of the outcome.

7. Protection and Support for Whistleblowers

Anyone who raises a genuine concern under this policy will not be subject to any detriment, harassment, or victimisation. Retaliation will be treated as a disciplinary matter.

If you believe you are suffering reprisals, you should inform [HR or the Whistleblowing Officer] immediately.

8. Malicious Allegations

Concerns raised in bad faith, maliciously, or for personal gain may result in disciplinary action.

9. Monitoring and Review

This policy will be reviewed annually and updated as necessary to ensure it remains effective and compliant with UK legislation.

Signed:



Date: 01/09/25

Name: Conor Barwise

Position: Projects Director

