

Whistleblowing Policy

Definition

A whistleblower is a person who exposes any kind of information or activity that is deemed illegal, unethical, or not correct within either a private or public organisation.

Not all complaints count as whistleblowing however the following do;

- Criminal offence such as fraud
- Someone's health and safety is in danger
- Risk or actual damage to the environment
- A miscarriage of justice
- The Company is breaking the law

Reporting

If an employee has witnessed behaviour or actions relating to Walker's that they feel is corrupt, illegal, unethical or undesirable, and is in the public's interest, they can report the concern by calling **0800 1488 821**.

Concerns can be raised at any time regarding an incident that has happened in the past, present, or may happen in the future. In order for Walker's to investigate the claim fully, it's important that all necessary information is provided.

Personal grievances such as bullying, harassment or discrimination are not covered by the whistleblowing law. Therefore, these concerns should be reported as outlined in the Walker's Handbook.

Legal

Whistleblowers are protected by law. Therefore raising a genuine concern will not lead to recriminations such as unfair treatment or dismissal.

If an employee reports their concern to the media, in most cases, they will lose their whistleblowing law rights.

Confidentiality

On reporting the concern, it should be stated immediately if the employee wishes to remain anonymous.



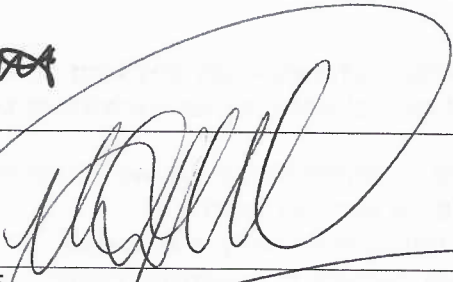
Throughout the investigation period, Walker's, or the prescribed person, can keep the employee informed of steps taken. However if the confidence of other's is required then the full details may not be provided.

Escalation

A case can be taken to an employment tribunal if the employee feels they have been treated unfairly because they've blown the whistle.

If an employee is not satisfied with how Walker's deal with the concern, they have the ability to inform someone else. (<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies>)



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