



Policy for WH Bond & Sons Ltd

WHISTLEBLOWING POLICY

About This Policy

WH Bond & Sons Ltd is committed to conducting business with integrity and transparency. We encourage a culture where individuals feel confident to raise concerns about wrongdoing without fear of retaliation.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

What Is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or risks of harm in the workplace. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, covering up wrongdoing, safeguarding concerns, health and safety risks, damage to the environment and any breach of legal or professional obligations.

How To Raise a Concern

We hope that in many cases you will be able to raise any concerns with your manager. However, where you prefer not to raise it with your manager for any reason, you should contact Alison Bond 07730 308691 or alison@whbond.co.uk or Tony Farrant on 07977 074440 or tony@whbond.co.uk

We may arrange a meeting with you to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

Confidentiality

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

External Disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Protect, an independent whistleblowing charity, operate a confidential helpline Tel: 020 3117 2520 and provide information concerning whistleblowing on their website; protect-advice.org.uk. Protect also have a contact form on their website if you are unable to call them <https://protect-advice.org.uk/contact-protect-advice-line/>

Protection And Support for Whistleblowers

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform a Director immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

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You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action. However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

This policy has been authorised by:

Name: ALISON BOND

Signed:

Date: 28.8.25

Director

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