



Whistleblowing Policy

This policy aims to provide employees with an avenue to raise concerns internally and receive feedback on any action taken. It demonstrates how employees can take the matter further if they are dissatisfied with the management response and reassures employees that they will be protected from harassment or victimization from co-workers for raising concerns

‘Whistleblowing’ is a term used to refer to the disclosure by employees of malpractice – internally or externally – as well as illegal acts, or omissions at work. The policy is intended to cover concerns which fall outside of the scope of policies that deal with standards of behaviour at work including disciplinary, grievance, bullying and harassment policies. Employees are encouraged to consider the provisions in these policies as appropriate

1.1 Silver Blaze is committed to the highest possible standards of openness, probity and accountability. In line with this commitment Silver Blaze Ltd encourages employees:

a) To be vigilant.

1.2 This will enable Silver Blaze Ltd to achieve the high standards to which it is committed, ensure management accountability and the commitment of staff to good practice across the organisation.

1.3 The Whistleblowing (Raising Concerns at Work) policy and procedure aims to:

b) To inform Silver Blaze Ltd of any legitimate concerns about any aspect of work.

- Encourage employees to feel confident in raising serious concerns and to question and act upon concerns
- Provide avenues for employees to raise concerns and receive feedback on any action taken
- Allow employees to take the matter further if they are dissatisfied with Silver Blaze Ltd response; and
- Reassure employees that they will be protected from reprisals or victimisation for disclosing information in good faith.

A handwritten signature in dark blue ink, appearing to read 'Ciaran O'Duffy', is written over a light blue rectangular background.

Ciaran O'Duffy
28.06.24