

Whistleblowing Policy.

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Whistleblowing Policy.

1. Purpose.

This policy aims to:

- Foster an environment where staff swiftly reports suspected wrongdoing, confident that their concerns will be seriously and appropriately investigated while maintaining confidentiality.
- Offer guidance to staff on how to voice concerns.
- Reassure staff they can raise concerns without fear of reprisals, even if they are mistaken.

2. Policy Statement.

What is Whistleblowing? Whistleblowing pertains to the disclosure of suspected wrongdoing or dangers at the workplace. Such concerns may include but are not limited to:

- Health and Safety violations.
- Bribery.
- Corruption.
- Fraud.
- Criminal activities.
- Violations of environmental regulations.
- Breaches of internal policies, including our Code of Conduct.
- Discrimination or harassment (racial, sexual).
- Bullying.
- Substance abuse in the workplace.
- Actions that may harm our reputation.

If you have concerns regarding wrongdoing or dangers, report them under this policy. However, for personal grievances, refer to the Grievance or Equality, Inclusion and Diversity policies found in the Employee Handbook.

3. Scope.

This policy covers all eEnergy workers, regardless of their role or employment status, including employees (temporary, fixed-term, permanent), consultants, contractors, trainees, seconded staff, home workers, casual workers, agency staff, volunteers, apprentices, and those on work experience.

4. Responsibilities.

If you suspect wrongdoing affecting any activities, report it under this policy. For personal complaints, refer to the Grievance or Equality, Inclusion and Diversity policies as appropriate.

5. Feel Safe to Raise Concerns.

Raising genuine concerns under this policy won't jeopardise your job or result in reprisals. Harassment, victimisation, or attempts to dissuade you from raising concerns will not be tolerated and may result in disciplinary action.

6. Confidentiality.

While we encourage open communication, you may opt to raise concerns confidentially. Your identity will be protected to the extent possible, but if disclosure is necessary, we will discuss it with you. Anonymous reporting is available but may limit the investigation's scope and feedback provided to you.

7. Investigation and Outcome.

After raising concerns, you may need to provide additional information or attend investigatory meetings. Cooperation is crucial for a thorough investigation. Investigations may be led by appointed staff with relevant experience or expertise, who may recommend changes to prevent future wrongdoing.

8. Appeals.

If unsatisfied with the procedure's outcome, you may appeal to the CEO, Harvey Sinclair. Further dissatisfaction can be addressed to the relevant Prescribed Person as designated by law.

9. Who to Contact.

Speaking up is crucial. If you have concerns, start by approaching your line manager. If unresolved, or if you're uncomfortable discussing with your manager, you may contact:

- Your HR Manager
- Our Chief People Officer (CPO)

For further confidentiality, consider using the Protect Whistleblowing Advice Line at 020 3117 2520 or visit protect-advice.org.uk/.

10. Policy Review.

Policy Version	Last reviewed date/by		Next review date
01	September 2022	Louisa Gregory	September 2023
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