

# Whistle Blowing Policy Statement

*(Making a Disclosure in the Public Interest)*

## **General statement:**

In recognition of the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998) — "Whistleblowing"

Ashwell Construction Ltd is committed to the highest standards of honesty, openness and accountability. It aims to ensure that it operates in a responsible manner, considering Legal obligations and Standards set out within the Companies Policies and Procedures.

It further recognises that individual members of staff have an important role in helping to achieve this aim.

To promote and assist the companies' workforce, Ashwell Construction Ltd has produced a "Whistle Blowing" policy and supporting literature which is freely available throughout the company.

The purpose of this procedure is to assist and enable all members of the company to raise concerns or to disclose information which they believe, in good faith, may indicate malpractice.

Individuals are encouraged and expected to use this procedure rather than to air their grievances outside the Company.

To be covered by whistleblowing legislation, a worker who makes a disclosure must reasonably believe two things.

The first is that they are acting in the public interest. This means that their concerns are not covered by the company's personal grievances and complaints procedures.

The second thing that a worker must reasonably believe is that the disclosure tends to show past, present or likely future wrongdoing falling into one or more of the following categories:

- Criminal offences (this may include, for example, types of financial impropriety such as fraud)
- Failure to comply with an obligation set out in law
- Miscarriages of justice
- Endangering of someone's health and safety
- Damage to the environment
- Unreasonable behaviour (Sexual Harassment or Bullying)
- Covering up wrongdoing in the above categories

Signed:



Russell Tampion (Director)

On behalf of Ashwell Construction Limited

Dated: 22.04.2026