

WHISTLEBLOWING POLICY

The aim of this policy is to encourage employees and others who have serious concerns about any aspect of Lilleker Bros. Ltd's work to come forward and voice those concerns. The wrongdoing you disclose must be in the public interest.

'Whistleblowing' means the reporting by employees of suspected misconduct, illegal acts or failure to act within the best interests of the company.

'Whistleblowing' is viewed by Lilleker Bros. Ltd as a positive act that can make a valuable contribution to the companies efficiency and long-term success. As a whistleblower you are protected by law and will not be treated unfairly or lose your job because you have 'blown the whistle'.

You are encouraged to report any serious concerns that you have about service provision or the conduct of employees or others acting on our behalf. This could be a criminal offence for example 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 eg does not have the right insurance, you believe someone is covering up a wrongdoing.

You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future. Your concern can be made anonymously but we may not be able to take the claim further if you have not provided all the information needed. You can give your name but request confidentiality, and the person you tell will make every effort to protect your identity. If you report your concern to the media, in most cases you will lose your whistleblowing law rights.

We will listen to your concern and decide if any action is needed, you may be asked for further information. You must say straight away if you do not want anyone else to know it was you who raised the concern.

We will then investigate your concern and let you know how we propose to deal with the matter. We will offer you support and tell you whether further investigations will take place or not and why not. The amount of contact between you and the person you have reported it to depends on the nature of the matter.



..... Managing Director



..... Finance Director

Date 15.12.2022

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