

**Whistle-Blowing Policy**

This Policy reflects the requirement within the Public Interest Disclosure Act 1998 (The “Act”), which provides protection to individuals who disclose, in good faith, information about alleged wrongdoing at work, providing that:

- The information is disclosed in good faith;
- They reasonably believe that the information and any allegation contained in it to be substantially true;
- The employee does not act maliciously or make false allegations;
- The employee does not act for personal gain.

The “Act” protects disclosures of information relating to one or more of the following:

- A criminal offence;
- The breach of a legal obligation;
- A miscarriage of Justice;
- A danger to the Health & Safety of an individual;
- Damage to the environment, or
- Deliberate concealment of any of the above.

This Policy is intended for use with allegations which appear likely to harm the reputation of Taziker Industrial Ltd. All other matters should be raised through the appropriate Policy.

Employees wishing to make a disclosure should do so in the first instance to their line manager. If the disclosure is about the line manager, then the disclosure should be made to the Managing Director.

Taziker Industrial Ltd will not tolerate the harassment, and/or the victimisation of anyone raising a genuine concern, and will protect staff when a concern has been raised.

So far as is reasonably practicable, the employee’s identity will not be disclosed at any time, unless necessary for the purpose of investigation, or to comply with a legal obligation.

So far as is reasonably practicable, any supporting evidence relating to the concern will be kept secure and confidential.

This policy will be reviewed annually.



**Paolo Benedetto**  
Group Managing Director  
7th January 2020