

WHISTLEBLOWING POLICY

Policy Statement

Reliable Contractors Ltd is committed to conducting its business with honesty, integrity, and transparency. We recognise that maintaining high standards in accordance with our Employee Code of Conduct, and the response to BSI ISO 25700:2022 Organisational Response to Modern Slavery Guidance Standard, and ethical procurement practices is vital for ensuring long-term sustainability and social responsibility. The company encourages a culture of openness and accountability, which is essential to prevent misconduct and address any unethical practices. We are committed to acting responsibly by investigating any concerns raised and protecting the identity of whistleblowers, in accordance with ethical guidelines and legal requirements.

What is whistleblowing?

Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This could include:

- Failure to comply with any legal obligation or regulatory requirements.
- Miscarriages of justice.
- Danger to health and safety.
- Damage to the environment.
- Bribery under our Bribery and Anti-Corruption Policy.
- Facilitation tax evasion contrary to our Anti- Facilitation of tax evasion Policy
- Modern Slavery and labour exploitation and human rights violations.
- Financial fraud or mismanagement.
- Breach of our internal policies, including our Employee Code of Conduct.
- Conduct likely to damage our reputation or financial wellbeing.
- Negligence or unethical behaviour that could harm the company's reputation.
- Unauthorised disclosure of confidential information.
- negligence
- Criminal activity or deliberate concealment of any of the above matters

Raising a whistleblowing concern

Employees and relevant stakeholders are encouraged to raise concerns at the earliest stage. We recognise that concerns raised in good faith should be addressed promptly and thoroughly.

1. **First Point of Contact:** If you wish to raise a concern, you should report it to your line manager.
2. **Escalation:** If you feel the concern is more serious or that your concern has not been addressed, or you prefer not to raise it with your line manager, you may contact the Managing Director or the Whistleblowing Officer directly.

To support openness, we encourage reporting concerns as early as possible to prevent any issues from escalating.

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Confidentiality

The company is committed to respecting confidentiality throughout the whistleblowing process. Whistleblowers should feel safe and supported in raising concerns. To protect individual's rights and privacy, we ensure that:

- All concerns will be taken seriously and investigated thoroughly.
- The whistleblower's identity will be kept confidential unless disclosure is required by law.
- Concerns will be addressed with discretion, and we will ensure that there is no retaliation for raising legitimate concerns.

If an employee is in doubt, they can seek independent advice from confidential third-party whistleblowing organisations, ensuring they feel confident in raising concerns without fear of negative consequences.

Confidential and Independent Whistleblowing Helpline Resources:

RC Compliance Team – Whistleblowing	No: 0203 887 7982	compliance@reliablecontractors.co.uk
Protect (Independent whistleblowing charity)	No: 0203 117 2520	www.protect-advice.org.uk
Modern Slavery	No: 08000 121 700	www.modernslaveryhelpline.org
GLAA (Gangmasters and Labour Abuse Authority)	No: 0800 432 0804	www.gla.gov.uk
CIRAS (Confidential Reporting for Safety)	No: 0800 4 101 101	www.ciras.org.uk

Accountability and Investigation

In alignment with ISO 25700:2022, we commit to investigating all whistleblowing concerns thoroughly, impartially, and without delay. We will ensure that:

- All reports of misconduct, potential violations, or unethical practices will be assessed, investigated, and addressed as appropriate.
- Our investigations will be conducted by qualified and impartial individuals who adhere to fair and consistent practices.
- We will act to prevent retaliation or victimisation of anyone raising concerns in good faith. Upon completing an investigation, we will provide feedback to the whistleblower (if appropriate and without breaching confidentiality) and take any necessary actions to resolve the issue.

Training and Communication

To ensure that all employees and relevant stakeholders are aware of this policy and understand their rights and responsibilities, ISO 25700:2022 guides us to implement the following:

- **Induction and Ongoing Training:** All employees will receive training on the importance of ethical practices, how to recognise wrongdoing, and how to report concerns in accordance with the Whistleblowing Policy.
- **Supplier and Third-Party Communication:** We will communicate our commitment to whistleblowing and ethical conduct to suppliers, contractors, and partners to ensure alignment with our values. We encourage these parties to establish similar reporting mechanisms in their own organisations.

Protection from Retaliation

Under no circumstances will an employee or individual raising a whistleblowing concern in good faith face retaliation, victimisation, or any adverse consequences. This aligns with the ISO 25700:2022 principles, which advocate for ethical conduct and protection for individuals who report unethical behaviour.

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Any retaliation will be treated as a serious violation of company policy and could result in disciplinary action, including termination of employment or relationship with third-party contractors.

Review and Continuous Improvement

This policy will be reviewed annually to ensure it remains effective and in line with ISO 25700:2022 and aligned with all legal requirements. The company is committed to continually improving its ethical practices, transparency, and support systems for whistleblowers.

Signed by:



Brian Greene,
Managing Director.
Dated: 31st Jan 2026

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