

## **Whistleblowing Policy**

**A worker can report things that are not right, are illegal or if anyone at work is neglecting their duties, including:**

- Someone's health and safety is in danger**
- Damage to the environment**
- A criminal offence**
- The company isn't obeying the law (like not having the right insurance)**
- Covering up wrongdoing**

**This can be done in confidence through any one of the following channels:**

- Company office HR officer**
- Field based salon support HR manager**
- Direct with line manager**

**Review date for this policy 31-07-2017**