

# Version 1: Whistleblowing

Version 1 seeks to create a culture of Trust and Empowerment across our entire organisation and employees should always feel that they can approach anyone in the organisation with any concerns or issues – as indeed happens frequently through-out the organisation. However, as the company has grown it is also incumbent upon us to make sure that should more serious concerns arise at any point, employees can operate under a Whistleblowing policy that allows them to raise these.

Whistleblowing is the reporting of suspected misconduct, wrongdoing or dangers to our activities without fear of repercussions of raising those concerns. Version 1 is committed to the highest standards of openness, accountability and ethical standards in all our practices and we expect all employees to maintain high standards.

## Policy Principles

The Whistleblowing Policy encourages employees to use internal mechanisms for reporting malpractice or suspected wrongdoings by any of our employees. A person wishing to raise a genuine concern is commonly known as a 'Whistleblower' and the Policy enables employees to raise concerns in a responsible and effective manner.

In most cases, an employee should be able to raise any concerns with their manager. However, where they prefer not to raise it with their manager for any reason, they should contact the Whistleblowing Officer on the email address below. In line with our Core Value of Honesty & Integrity, Employees are encouraged to raise serious concerns at the earliest opportunity and to question and act upon concerns about practice.

Concerns may might relate to things such as:

- conduct which is an offence or a breach of the law (a criminal offence has been committed or failing to comply with any other legal obligation)
- racial, sexual, disability or other discrimination
- health and safety of employees
- damage to the environment
- possible fraud and corruption
- or any other unethical conduct.

This list is not exhaustive and are provided as examples only.

The company is fully committed to dealing with all genuine concerns raised in good faith appropriately, responsibly and professionally.

## Whistle Blowing Officer

Please contact: [jarlath.dooley@version1.com](mailto:jarlath.dooley@version1.com)

Jarlath Dooley is the Whistle Blowing Officer and all correspondence will be directly with him.

If you are at a customer site and you see what you think is wrongdoing, talk about it with your Version 1 line manager.

## Confidentiality

We encourage employees to voice whistleblowing concerns openly under this policy. Version 1 will make every effort to keep your identity a secret and to only reveal it where necessary to those involved in investigating your concern.

offence and bad business. Not only can persons, acting individually or on behalf of the company, be held guilty of an offence and subject.