



Whistle Blowing Policy

ASH Group is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees and others that we deal with, who have serious concerns about any aspect of the company's work to come forward and voice those concerns.

The policy applies to all employees (including those designated as casual hours, temporary, agency, authorised volunteers or work experience) and those contractors working for the ASH Group on ASH Group Premises, for example agency staff, builders or drivers. It also covers suppliers and those providing services under a contract with ASH Group.

- To encourage you to feel confident in raising concerns and to question and act upon concerns about practice.
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.
- Conduct which is an offence or a breach of law.
- Failure to comply with a legal obligation.
- Disclosures related to miscarriages of justice.
- Health and safety risks, including risks to the public as well as other employees.
- Damage to the environment.
- Possible fraud and corruption.
- Sexual, physical or other abuse of clients.
- Other unethical conduct.
- Actions which are unprofessional, inappropriate, or conflict with a general understanding of what is right and what is wrong.

NB. Other procedures are available to employees, e.g. the Greivance procedure which relates to complaints about your own employment.



ASH Group recognises that the decision to report a concern can be difficult to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and those for whom you provide a service.

ASH Group will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith.

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you however to put your name to your concern whenever possible.

Please note that:

- Staff must disclose the information in good faith.
- Staff must believe it to be substantially true.
- Staff must not act maliciously or make false allegations.
- Staff must not seek any personal gain.

As a first step, you should normally raise concerns with your immediate supervisor/manager or their superior. This may depend, however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. For example, if you believe that management is involved you should approach a more senior level of management within ASH Group.

Concerns can also be made in writing. Correspondence should be sent to:

Managing Director

Alan's Skip Hire Ltd, Broughton Mills Road, Bretton, CH4 0BY

A handwritten signature in black ink, appearing to read 'NH' followed by a period.

Neil Hassall
Managing Director

Dated: 12th June 2023