



NATIONAL PRIDE

Whistleblowing Policy

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National Pride CIC and its associated Special Purpose Vehicles (SPVs) are committed to conducting their business fairly, honestly and with transparency and in compliance with all legal and regulatory obligations.

We expect all National Pride directors, employees and anyone acting on our behalf to do the same and to maintain the highest standards of ethical business behaviour. However, all organisations face the risk of things going wrong from time to time.

A whistleblower is a person who raises a concern about a wrongdoing in their workplace.

We encourage employees to report any concerns as soon as they arise; such concerns can be of any nature, including any matters in connection with National Pride's or associated SPVs personnel, as well as customers, suppliers and other third parties.

All employees are protected by the Public Disclosure Act.

What type of misconduct should be reported?

National Pride wants to hear about such conduct that is unlawful, dishonest or unethical as soon as possible and is committed to addressing it.

Here are some examples of the types of misconduct or behaviour that could give rise to a report:

- Actions which endanger the health and safety of National Pride's or its associated personnel or the public
- Actions which cause damage to the environment
- Criminal activity or offences, including fraud, theft, and embezzlement
- Corruption, bribery or blackmail
- Financial malpractice, impropriety or mismanagement
- Facilitating tax evasion
- Failure to comply with any legal or professional obligation or regulatory requirements

- Conduct likely to damage National Pride’s reputation or financial wellbeing
- The deliberate provision of false information to public officers
- Unauthorised disclosure of confidential information
- The deliberate concealment of information relating to any of the above matters
- Any retaliation against someone for speaking up or “whistleblowing”.

To note, this is not an exhaustive list and we encourage all colleagues to report any behaviour or incidents they have concerns about.

If you are uncertain whether something is within scope of this policy, it is preferable that any concerns are reported.

How to report

If you wish to raise your concerns, please contact [Irene Bisset, Chair and Co-Founder](#).

