

Whistleblowing Policy

1. Purpose

Durkin and Sons Ltd is committed to conducting its business with honesty, integrity and transparency. We encourage employees and others working on our behalf to raise genuine concerns where they believe wrongdoing, illegal activity or unethical behaviour has occurred or may occur.

This policy provides a confidential process for reporting concerns and supports the protections available under the Public Interest Disclosure Act 1998 (as amended).

2. Scope

This policy applies to all employees, directors, agency workers, labour-only personnel, subcontractors, consultants and any other individual working for or on behalf of Durkin and Sons Ltd.

It applies to concerns raised in the public interest relating to the activities of the company or those acting on its behalf.

This policy is not intended to deal with personal employment matters, which should normally be addressed through the company's Grievance Policy.

3. Our Commitment

Durkin and Sons Ltd is committed to:

- Promoting an open, honest and ethical culture.
- Encouraging individuals to report genuine concerns without fear of retaliation.
- Treating all concerns seriously and investigating them fairly.
- Maintaining confidentiality wherever reasonably practicable.
- Protecting individuals from victimisation or detrimental treatment when concerns are raised in good faith.
- Taking appropriate action where wrongdoing is identified.

Individuals who knowingly make malicious or deliberately false allegations may be subject to disciplinary action.

4. Reportable Concerns

Concerns that may be raised under this policy include, but are not limited to:

- Criminal offences.
- Fraud, bribery or corruption.
- Financial malpractice.
- The criminal facilitation of tax evasion.
- Modern slavery or human trafficking.
- Breaches of legal or regulatory requirements.
- Risks to health and safety.
- Environmental damage or pollution.
- Serious breaches of company policies.
- Attempts to conceal any of the above.

5. Reporting Concerns

Concerns should normally be raised with the individual's line manager in the first instance.

Where this is not appropriate, concerns may be raised directly with a Director or another appropriate member of senior management.

Reports should include, where possible:

- The nature of the concern.
- Relevant dates, times and locations.
- Individuals involved.
- Any supporting evidence available.

Anonymous reports will be considered, although providing contact details may assist the company in carrying out a thorough investigation.

Should none of the above routes be suitable or acceptable to the complainant, then the complainant may approach one of the following as independent points of contact under this procedure. They can advise the complainant on the implications of the legislation and the possible external avenues of complaint open to them:

ACAS

www.acas.org.uk

Helpline: 0300 123 1100

Citizens Advice

www.citizensadvice.org.uk

Tel: 03444 111 444

6. Investigation

All concerns will be assessed promptly and, where appropriate, investigated fairly, objectively and confidentially.

The company will appoint a suitable person to investigate the matter who is independent of the issues raised wherever reasonably practicable.

Where an investigation identifies evidence of criminal activity or another matter requiring external involvement, Durkin and Sons Ltd may refer the matter to the police, the Health and Safety Executive, HM Revenue & Customs or another appropriate regulator or enforcement authority and will cooperate fully with any subsequent investigation.

7. Responsibilities

The Directors are responsible for promoting a culture in which individuals feel confident to raise concerns and for ensuring appropriate arrangements are in place to investigate reports. Managers are responsible for responding appropriately to concerns raised, maintaining confidentiality and escalating matters where necessary.

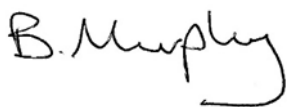
Employees are responsible for reporting genuine concerns in good faith and cooperating with any subsequent investigation.

8. Monitoring and Review

Whistleblowing reports will be monitored to identify trends, lessons learned and opportunities for organisational improvement.

This policy will be reviewed annually or sooner where legislative changes, business developments or operational experience require.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027