ATKINSONS

COMPANY POLICY

WHISTLEBLOWING POLICY

This policy sets out how people working for ATKINSONS (NE) Limited can raise concerns about wrongdoing safely.

REFERENCE	VERSION	ISSUED	NEXT REVIEW
ATK-POL-10	1.0	26 September 2026	26 September 2027

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1. STATEMENT

Anyone working for ATKINSONS can raise a concern about wrongdoing without fear of reprisal. This includes safety risks, fraud, bribery, environmental harm, mistreatment of people, or any breach of the law.

2. HOW TO RAISE A CONCERN

Concerns can be raised with a supervisor or directly with the Managing Director, in person or in writing, and will be treated in confidence.

3. WHAT HAPPENS NEXT

Every concern is taken seriously and investigated. The person raising it will be told what action has been taken, as far as is appropriate.

4. PROTECTION

Staff who raise a concern in good faith are protected under the Public Interest Disclosure Act 1998 and will not suffer any detriment for doing so.

SIGNED	Dale Atkinson, Managing Director
FOR	ATKINSONS (NE) Limited
ADOPTED	26 September 2026
NEXT REVIEW	26 September 2027

ATK-POL-10 · Version 1.0. This policy is reviewed at least annually. Uncontrolled when printed. The current version is always at atkinsonsgroup.co.uk/policies.