

Whistleblowing Policy

A worker can report things that are not right, are illegal or if anyone at work is neglecting their duties, including:

- **Someone's health and safety is in danger**
- **Damage to the environment**
- **A criminal offence**
- **The company isn't obeying the law (like not having the right insurance)**
- **Covering up wrongdoing**

This can be done in confidence through any one of the following channels:

- **Company office HR officer**
- **Field based salon support HR manager**
- **Direct with line manager**

Next Review Date 01-12-2026