

## ***What is a whistleblower***

You're a whistleblower if you're a worker and you report certain types of wrongdoing. This will usually be something you've seen at work - though not always.

The wrongdoing you disclose must be in the public interest. This means it must affect others, for example the general public.

As a whistleblower you're protected by law - you should not be treated unfairly or lose your job because you 'blow the whistle'.

You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

## ***Who is protected by law***

You're protected if you're a worker, for example you're:

- an employee
- a trainee,
- an agency worker

A confidentiality clause or 'gagging clause' in a settlement agreement is not valid if you're a whistleblower.

## ***Complaints that count as whistleblowing***

You're protected by law if you report any of the following:

- a criminal offence, for example, fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, for example does not have the right insurance
- you believe someone is covering up wrongdoing

## ***Complaints that do not count as whistleblowing***

Personal grievances (for example bullying, harassment, discrimination) are not covered by whistleblowing law unless your particular case is in the public interest - Report these under LOS Electrical grievance policy, see employee handbook for further details.

## ***Who to tell and what to expect***

There are other options if you do not want to report your concern to LOS Electrical, for example you can get advice from Advisory, Conciliation and Arbitration Service (ACAS) or the whistleblowing charity Protect.

## ***Making your claim anonymously or confidentially***

You can raise with the Director or a prescribed person anonymously, but they may not be able to take the claim further if you have not provided all the information they need.

You can give your name but request confidentiality - the person or body you tell should make every effort to protect your identity.

If you report your concern to the media, in most cases you'll lose your whistleblowing law rights.

# WHISTLE BLOWING POLICY



## ***What LOS Electrical Engineers or a prescribed person will do***

LOS Electrical Engineers or the prescribed person will listen to your concern and decide if any action is needed. You may be asked for further information.

You must say straight away if you do not want anyone else to know it was you who raised the concern.

## **You will not have a say in how your concern is dealt with.**

LOS Electrical Engineers or the prescribed person can keep you informed about the action they've taken, but they cannot give you much detail if they have to keep the confidence of other people.

A prescribed person cannot help you with your relationship with your employer.

If you're not satisfied with how the Director has dealt with your concern tell someone else (for example another Director) or a prescribed person or body if you believe your concern was not taken seriously or the wrongdoing is still going on.

Contact the Advisory, Conciliation and Arbitration Service (ACAS), the whistleblowing charity Protect.

## ***If you're treated unfairly after whistleblowing***

You can take a case to an employment tribunal if you've been treated unfairly because you've blown the whistle.

You can get further information from the Advisory, Conciliation and Arbitration Service (ACAS), Citizens' Advice, the whistleblowing charity Protect, an independent whistleblowing charity (0207 404 6609).

If you reported your concern anonymously, you may find it harder to argue that your unfair treatment was as a result of your whistleblowing.

You must raise any claim of unfair dismissal within 3 months of your employment ending.

You must notify ACAS if you want to take your case to an employment tribunal

Signed:

A handwritten signature in black ink, appearing to be 'J. Smith'.

Date: 12<sup>th</sup> March 2026

Managing Director

