

If you believe something is seriously wrong at Hull Storage & Interiors Ltd, we want you to tell us. You will not be penalised for raising a genuine concern, even if it turns out to be mistaken.

Document	Version	Issued	Next review
HSIL-POL-012	3.0	01/10/2026	01/10/2027
Policy owner	Approved by	Applies to	Status
James Smith	James Smith	All who work for us	Current

1. What this policy covers

Whistleblowing means reporting wrongdoing that affects other people or the public. It includes:

- ❑ a criminal offence, such as fraud, theft or bribery
- ❑ a danger to anyone's health and safety
- ❑ damage to the environment
- ❑ a breach of a legal obligation
- ❑ modern slavery or the mistreatment of workers, here or at a supplier
- ❑ deliberately covering up any of these

A complaint about your own employment, such as pay or how you have been treated, is a grievance, not whistleblowing.

2. Who can use it

Employees, directors, agency workers, subcontractors and anyone else who works for us or on our behalf.

3. How to raise a concern

Tell a director, in person or in writing. If your concern is about a director, tell another director. Say what happened, when, and who was involved. You do not need proof.

4. What we will do

Step	What happens
Listen	A director meets you or replies in writing.
Keep it confidential	We do not reveal who raised a concern without their agreement, unless the law requires it.
Look into it	Fairly and promptly, by a director who is not involved where that is possible.
Tell you the outcome	As far as we can, while respecting other people's confidentiality.

5. Protection

The Public Interest Disclosure Act 1998 protects workers who report wrongdoing in the public interest. We will not dismiss, discipline or treat anyone badly for raising a genuine concern. Deliberately making a false allegation is a disciplinary matter.

6. Outside the company

We are a small family business, and we recognise that raising a concern with a director may feel difficult. The law also protects disclosures made to a prescribed body, such as the Health and Safety Executive, HM Revenue & Customs or the Environment Agency. For free, independent advice, contact the whistleblowing charity Protect at protect-advice.org.uk.

Sign-off

Signed



Date

01/10/2026

Name

James Smith

Position

Director