



Big Red Recruitment Whistleblowing Policy

1. Introduction:

Big Red Recruitment is committed to maintaining the highest standards of integrity, transparency, and ethical conduct. This Whistleblowing Policy is designed to provide a mechanism for employees and stakeholders to report any concerns about illegal or unethical behaviour within the organisation.

2. Purpose:

The purpose of this policy is to:

- Encourage employees and stakeholders to report any known or suspected violation of laws, regulations, or company policies.
- Provide a confidential and secure process for reporting concerns.
- Protect whistleblowers from retaliation.

3. Scope:

This policy applies to all employees, contractors, vendors, and other stakeholders associated with Big Red Recruitment.

4. Reporting Procedure:

4.1 Internal Reporting:

Employees are encouraged to report concerns internally to their immediate supervisor or manager within the organisation.



4.2 Confidentiality:

Reports will be treated with the utmost confidentiality to the extent allowed by law. Big Red Recruitment will not disclose the identity of the whistleblower without their consent, unless required by law.

4.3 Anonymous Reporting:

Employees may choose to make anonymous reports. Big Red Recruitment encourages individuals to provide as much information as possible to allow for a thorough investigation.

5. Protection from Retaliation:

Big Red Recruitment prohibits any form of retaliation against employees who, in good faith, report concerns under this policy. Any employee found to be engaging in retaliatory actions will be subject to disciplinary action, up to and including termination.

6. Investigation Process:

All reports will be promptly and thoroughly investigated. Big Red Recruitment will take appropriate actions based on the results of the investigation.

7. False Reporting:

Knowingly making false accusations or providing false information in bad faith is a violation of this policy and may result in disciplinary action.

8. Communication:



Big Red Recruitment will communicate the existence and purpose of this policy to all employees and stakeholders, ensuring awareness of the importance of whistleblowing in maintaining a culture of integrity.

9. Review and Updates:

This policy will be reviewed periodically to ensure its effectiveness. Any necessary updates will be communicated to all employees.

10. Contact Information:

Paulm@bigredrecruitment.co.uk | 01789 269677

Hayleyr@bigredrecruitment.co.uk | 01789 269677

Jonathant@bigredrecruitment.co.uk | 01789 269677

By adhering to this Whistleblowing Policy, Big Red Recruitment aims to foster a workplace environment that promotes ethical behaviour, integrity, and accountability.