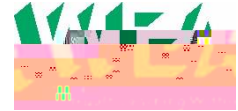


1	June 2021	Kathleen Formosa		This policy represents a complete redraft of the previous Whistleblowing Policy. It incorporates provision and protections for volunteers and students, and incorporates acknowledgement of safeguarding. It also defines and explains protected disclosures under the Public Interest Disclosure Act 1998.
2	June 2024			
3				
4				



gain), or that health and safety standards prescribed by law are not being observed, these would be qualifying disclosures because these activities are illegal and therefore against the public interest.

A disclosure that qualifies for protection is a disclosure that, in the reasonable belief of the person making it, demonstrates that one or more of the following has occurred, is occurring, or is likely to occur:

- The improper use of charitable funds;

- A criminal offence;

- Unauthorised or inappropriate disclosure, misuse or loss of



or knowingly untrue concerns will face disciplinary action which could result in removal or dismissal for gross misconduct.

Any employee, volunteer, or student raising a concern under this policy will not be subjected to a detriment, nor will they be dismissed or otherwise removed from their engagement with WEA for doing so. Anyone believing they have been subjected to a detriment for raising a complaint should raise the matter with the Company Secretary.

Victimisation of a whistleblower by any other colleague for raising a concern under this policy will in itself constitute a disciplinary offence.

6. Support for Whistleblowers

WEA acknowledges that whistleblowing may be very difficult. Every step will be taken to ensure due protection and support for whistleblowers internally.

Employees may contact the free, confidential employee assistance programme available through Westfield Health for external support at any time before, during or after whistleblowing. The confidential support and



Annex 1: Reporting Procedure

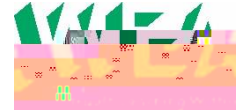
Anyone raising a concern under this policy should try to provide the following information:

- The background history of the concern;
- Any relevant dates;
- Any evidence or grounds for suspicion behind the concern.

This information should demonstrate that there are reasonable grounds for concern. Proof is not required; just a reasonable, honest belief that ()-3.995 (8 ()6/w)-3.995 2.998 (m)-2.998 (e)7.998 (do.004 (susp



send it to the Company Secretary or Finance Director of WEA. An acknowledgment will be made in writing, and an investigation undertaken.



Annex 2: Key Contacts

The following list includes the key contacts mentioned in the Whistleblowing Policy and Procedure.

Contact	Name	Contact Details
Chair, Audit & Risk Committee	Michael Crilly	Post: WEA, 4 Luke Street, London,