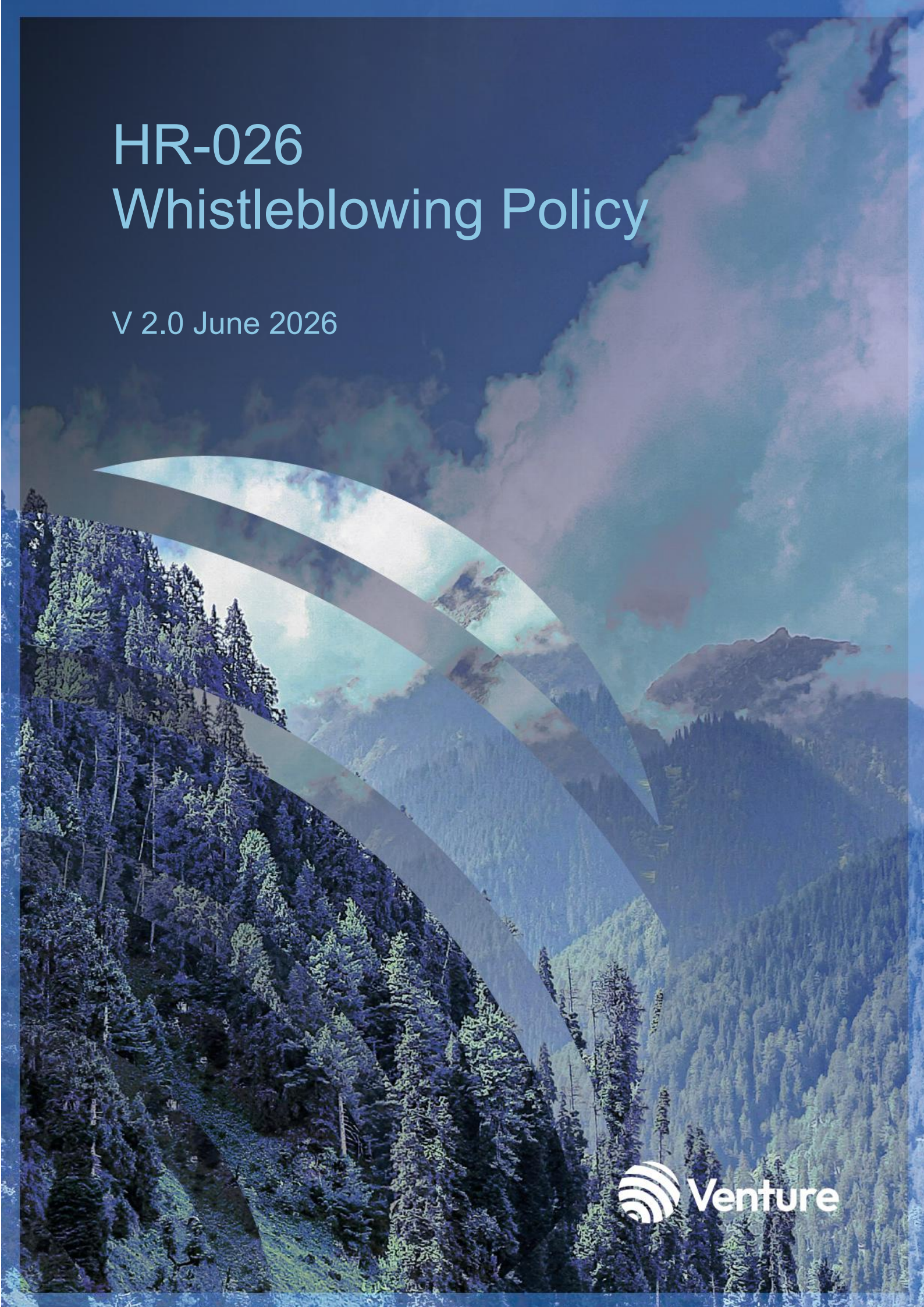
HR-026
Whistleblowing Policy

V 2.0 June 2026



Version	Date	Author	Changes Made	Next Review
2.0	01 June 2026	HR & Ops Director	Review of Handbook Policy	01 June 2027

Policy Overview

Venture is committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers, and agency workers.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Venture takes all concerns seriously, including those relating to inappropriate behaviour, harassment, or misconduct, and encourages reporting without fear of retaliation.

What is whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations. This also includes the reporting of sexual harassment or related misconduct in the workplace, which is recognised in law as a qualifying disclosure.

How to Raise a Concern

We hope that in many cases you will be able to raise any concerns with your manager. However, where you prefer not to raise it with your manager for any reason, you should contact the HR and Operations Director. Contact details are at the end of this policy.

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

Confidentiality

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

Nothing in this policy, or in any confidentiality agreement or non-disclosure agreement (NDA), prevents you from making a protected disclosure. Any provision that seeks to prevent or deter an individual from reporting concerns (including sexual harassment) under whistleblowing law is not enforceable.

External Disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating, and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. *Protect* operates a confidential helpline. Their contact details are at the end of this policy.

Protection and Support for Whistleblowers

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the HR and Operations Director immediately. If the matter is not remedied, you should raise it formally using our Grievance Procedure.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.

However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

Workers who make a protected disclosure are protected by law from dismissal and any form of detriment. This includes disclosures relating to sexual harassment.

Employees may also have the right to apply for interim relief in an employment tribunal. This means that, in certain circumstances, the tribunal can order that employment continues, with pay, while a claim is being determined.

Protect operates a confidential helpline. Their contact details are at the end of this policy.

Contacts

HR and Operations Director	Emma Crabb Emma.crabb@venturesystemsgroup.com
Protect (Independent whistleblowing charity)	Helpline: 020 3117 2520 Website: https://protect-advice.org.uk

Breaches of Policy

Any breach of this policy will be treated as misconduct and may result in disciplinary action, up to and including dismissal. False allegations made in bad faith may also be subject to disciplinary action.