



WHISTLEBLOWING POLICY



M.E.A.T (Ipswich) Limited

MEAT is committed to ensure that the affairs of the company are conducted in such a way as to avoid the possibilities of fraud, corruption, malpractice or financial irregularities.

MEAT endeavours to ensure that there is a climate of openness within the management of the affairs of the company.

MEAT employs external organisations to carry out the work of Internal and External Audit to ensure those financial procedures and financial regulations are adhered to within the company.

This policy covers suspected allegations of fraud, financial irregularities, corruption, bribery, dishonesty, acting contrary to the company code of ethics for staff, criminal activities or failing to comply with a legal obligation, a miscarriage of justice or ignoring a serious risk to health.

Anonymous complaints cannot have the full weight of one in which the person who complains or raises the matter gives his/her full name. However, the person who makes an initial allegation will be expected to make a full and signed statement giving as many of the known facts as possible to the General Manager if the matter relates to the Managing Director.

The person who makes the complaint will have the right to expect confidentiality in the first instance.

M.E.A.T

If, on investigation, the matter is shown to have substance, which warrants further investigation and action, it may be necessary to disclose the name of the complainer to the alleged perpetrator to allow the matter to be fully disclosed in the public interest in which case the permission of the complainer will be sought in advance. A person who reports a serious matter internally under the area of cover above will be able to claim protection under the Public Disclosure Act 1998.

Signed:



JANE DALE

Managing Director.

Reviewed: April 2024

To be Reviewed: April 2025