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| **Disclosures in the Public Interest Policy** |
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# INTRODUCTION

1. The Public Interest Disclosure Act 1998 protects employees who raise legitimate concerns about specified matters from being dismissed or from being subjected to detrimental treatment or victimised as a result, provided certain criteria are met. The Act makes provision about the kinds of disclosure which may be protected and the circumstances in which disclosures are protected. These rules are therefore intended to comply with the Act by encouraging employees to make disclosures about fraud, misconduct, bribery or other wrongdoing to the Company, without fear of reprisal, so that problems can be identified, dealt with and resolved quickly.
2. Employees are protected provided they reveal information of the right type (known as a “qualifying disclosure”) and they reveal that information to the right person and in the right way (known as making a “protected disclosure”).

# QUALIFYING DISCLOSURES

1. Certain kinds of disclosure qualify for protection. These are disclosures of information which are made in good faith and which you reasonably believe tend to show one or more of the following relevant failures is either currently happening, took place in the past, or is likely to happen in the future:
   1. a criminal offence, including offences such as theft, fraud or acts of bribery
   2. the breach of a legal obligation
   3. a miscarriage of justice
   4. a danger to the health and safety of any individual
   5. damage to the environment
   6. deliberate concealment of information tending to show any of the above five matters.
2. Only disclosures of information that fall within one or more of these six categories qualify for protection.
3. Your belief must be reasonable, but it need not be correct. It might be discovered subsequently that you were, in fact, wrong or mistaken in your belief, but you must be able to show that you held the belief in good faith and that it was a reasonable belief to hold in the circumstances at the time of disclosure. Note that it is not your responsibility to investigate the matter. That is the Company’s responsibility.

# PROTECTED DISCLOSURES

1. For a qualifying disclosure to be a protected disclosure, you need to make it to the right person and in the right way. There are a number of methods by which you can make a protected disclosure, but the Company always encourages all employees to raise any disclosure internally in the first instance. Qualifying disclosures must be made in good faith to be protected i.e. with honest intent and without malice or an ulterior motive.

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| M2 Safety Consultants Ltd |
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