

Whistleblowing Policy

Raising concerns about malpractice, in line with the Public Interest Disclosure Act 1998

Policy owner	Darren Harris, Director
Company	Lawday Construction Limited
Version	1.0
Issue date	07/08/2026
Review date	07/08/2027

1. Policy statement

Lawday Construction Limited is committed to the highest standards of honesty, openness and accountability in the way we run our business. We recognise that employees and subcontractors are often the first to notice when something is wrong, and we want anyone working for or with us to feel able to raise a genuine concern without fear of victimisation.

This policy sets out how to raise a concern, what happens next, and the protection available to anyone who raises a concern in good faith, in line with the Public Interest Disclosure Act 1998 (PIDA).

2. What this policy covers

This policy is for raising serious concerns about malpractice, risk or wrongdoing — it is not the right route for personal grievances about your own employment, which should be raised under the company's normal grievance process.

A qualifying concern is one which the individual reasonably believes shows that one or more of the following is happening, has happened, or is likely to happen:

- A risk to health and safety of any person.
- Damage to the environment.
- A criminal offence, such as fraud, bribery or theft.
- A failure to comply with a legal or regulatory obligation.
- A miscarriage of justice.
- Deliberate concealment of any of the above.

3. How to raise a concern

Concerns should normally be raised directly with the Director, Darren Harris, either verbally or in writing, as soon as possible after the concern arises.

Where the concern relates to the Director personally, or the individual does not feel able to raise it internally for any reason, the concern may instead be raised with our accountant, or directly with the relevant external body — for example the Health and Safety Executive (health and safety concerns), the Information Commissioner's Office (data protection concerns), or HMRC (tax or financial irregularity).

Concerns should include as much detail as possible — what happened, when, who was involved, and any evidence available — to help ensure the matter can be properly looked into.

4. What happens next

Every concern raised in good faith will be taken seriously and looked into promptly and fairly. Depending on the nature of the concern, this may involve a direct conversation, a review of relevant records, or referral to an appropriate external body. Where possible, the person who raised the concern will be told the outcome, subject to any legal or confidentiality restrictions.

5. Protection for individuals raising a concern

Anyone who raises a genuine concern in good faith under this policy will not be subjected to any detriment or victimisation as a result, even if the concern turns out to be mistaken. This protection does not extend to any individual who makes an allegation that is knowingly false or made in bad faith.

Where appropriate, concerns can be raised confidentially. Every effort will be made to protect the identity of the person raising a concern, although this cannot always be guaranteed if the matter proceeds to formal investigation or external referral.

6. Monitoring and review

This policy will be reviewed at least annually, and revised as necessary to reflect changes in legislation or the nature of the business. It will be brought to the attention of all employees and subcontractors.

Signed on behalf of Lawday Construction Limited



Signature:

Name: **Darren Harris**

Position: Director

Date: 07/08/2026