



# Whistleblowing Policy

Blackwood Plant Hire Ltd. (BPH) operates under the principle that all our staff conduct themselves and carry out their business with the highest standards of professionalism, integrity, and honesty.

BPH takes its responsibilities very seriously and has implemented a Whistleblowing policy to ensure anyone can raise concerns regarding poor behaviour without fear of reprisal. This Policy ensures BPH creates a climate of open communication within the workplace, and a positive environment in which everyone can speak up.

As a Company, BPH operates under the following principles:

- Everyone is aware of the importance of preventing and eliminating wrongdoing at work.
- Everyone can make good faith disclosures without fear of victimisation, discrimination, dismissal, or any other detriment; and
- A clearly defined process is in place to enable anyone to raise a whistleblowing concern.

BPH is committed to ensuring that everyone we deal with is confident in raising any matter, and that disclosures will be treated as confidential and without prejudice.

If there is any malpractice, poor behaviour, or other wrongdoing that you would like to make us aware of, you can make contact with me directly for my immediate attention and action. Alternatively, if you feel that your concerns are not being addressed correctly, you can escalate the matter to ACAS at [www.acas.org.uk](http://www.acas.org.uk)

Signed:

A handwritten signature in black ink, appearing to read 'J. P. McCormack'.

Paul McCormack  
Managing Director

Dated: 01 March 2022