

Introduction

We conduct our business with honesty and integrity, and we expect everyone who carries out work for Victorian Plumbing to maintain high standards.

Our whistleblowing policy is important to make sure we maintain high ethical standards to ensure customer and public confidence in our organisation and operations. We encourage employees to report suspected wrongdoing so that we can investigate or prevent the possible escalation of misconduct.

What is whistleblowing?

Whistleblowing is the term used when employees disclose information which relates to some danger, fraud or other illegal or unethical conduct in the workplace.

Raising a concern

Our whistleblowing policy can be used by employees who have a genuine concern that something is wrong, for example:

- The Company or an employee is breaking the law;
- The health & safety of an individual has or is endangered

There are several ways to raise a concern. We encourage employees to discuss concerns with a manager, a member of our HR team, or if appropriate the Managing Director. If this isn't an option, then reports can be made directly to our Company Secretary, or to our Audit Committee Chairman. Reports can also be made anonymously through the Group's internet portal.

This whistleblowing service provides a confidential, independent service for employees to report issues. Employees do not have to provide proof of suspicions, but a report should always be submitted in good faith. We will investigate disclosures quickly and wherever possible keep individuals informed of progress.

Support for Whistleblowers

We encourage a culture of openness and will support employees who raise genuine concerns under this policy. Whistleblowers must not suffer any detrimental treatment as a result of raising a concern, and these rights are protected by law.