



Whistleblowing Policy

The aim of this Policy is to encourage employees and others who have serious concerns about any aspect of GEWS work activities, practices and so forth, to come forward and voice those concern/s. 'Whistleblowing' is viewed by GEWS as a positive act that can make a valuable contribution to the Company's efficiency and long-term success. GEWS are committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices. To help achieve these standards it encourages freedom of speech.

The Policy is designed to ensure that you can raise your concerns about wrongdoing or malpractice within the Company, whether it is committed by an employee, supplier, customer, competitor, or contractor, without fear of victimization, subsequent discrimination, disadvantage, or dismissal. It is also intended to complement statutory protection, which will not be affected in any way by this policy.

This Policy aims to:

- encourage you to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice
- provide avenues for you to raise those concerns and receive feedback on any action taken
- ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied
- reassure you that you will be protected from possible reprisals or victimisation if you have made any disclosure in good faith.

This Policy applies to all those who work for or on behalf of GEWS. It should be followed if there are any serious concerns that you have about service provision or the conduct of workers that:


- make you feel uncomfortable in terms of known standards;
- are not in keeping with the GEWS policies and procedures;
- fall below established standards of practice; or
- are improper behaviour.

These might relate to:

- conduct which is an offence or a breach of the law (a criminal offence has been committed or failing to comply with any other legal obligation)
- racial, sexual, disability or other discrimination
- health and safety of the public and/or other employees
- damage to the environment
- unauthorised use of assets
- possible fraud and corruption
- abuse of clients, or
- other unethical conduct.

If you become aware of such activities or malpractices, you are requested, firstly, to report your concern to your Team Supervisor.

If, following having reported your concern to your Team Supervisor, you are not satisfied with how your concern has been dealt with, then, you exercise the right to speak to someone else, such as a GEWS Company Director, or a prescribed person or body, as listed in the guidance **published by GOV.UK, 'Whistleblowing: List of prescribed people and bodies'**.

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Gwynedd Environmental Waste Services Limited

GEWS is committed to good practice and high standards and to being supportive of you as an employee. GEWS will not tolerate any harassment or victimisation of a whistleblower and will take appropriate action to protect you when you raise a concern in good faith and will treat this as a serious disciplinary offence which will be dealt with under the disciplinary rules and procedure. If, however, you make an allegation frivolously, maliciously or for personal gain, appropriate action that could include disciplinary action, may be taken.

SIGNED: Gwil Thomas

POSITION: Director of Compliance, Regulation, Health & Safety

DATE: 17 February 2026

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