



## Annexure 4 - United Kingdom

Eligible Whistleblowers who make a 'Protected Disclosure' have protections under the law in the United Kingdom, including The Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998) ('Act').

This United Kingdom Annexure sets out a summary of certain aspects of the protections that may be available under English law, where these differ to the protections outlined in this Policy.

If you require further information on the application of the law, please seek independent legal advice.



### Who is an eligible whistleblower?

Eligible Whistleblowers under the Act include those under the Policy, as well as agency workers .



### What is a protected disclosure?

For a whistleblowing disclosure to be classed as a protected disclosure under the Act, all of the following requirements must be met.

To be a Protected Disclosure:

- There must be a "qualifying disclosure" within the meaning of the Act
- The person making the "qualifying disclosure" must reasonably believe that the disclosure is in the public interest
- This "qualifying disclosure" must be made to an appropriate or prescribed person or body. This will generally be the individual's employer.



## What is a “Qualifying Disclosure”?

Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work.

This may include:

- criminal activity;
- failure to comply with any legal obligation;
- miscarriages of justice;
- danger to health and safety;
- damage to the environment; and
- the deliberate concealment of any of the above matters

A whistleblower is a person who raises a genuine concern relating to any of the above.

### External Support

External providers such as Protect (Independent whistleblowing charity) (Helpline: 020 3117 2520; Website: <https://protect-advice.org.uk>) are also available if you would like additional support.