

## Whistle Blowing Procedures

**C I 4 U GB Nationwide** takes failures seriously and if an employee has reasonable belief that one or more of the following has been, is being, or is likely to be committed, the matter must immediately be raised with Simon Bond:

- (i) a criminal offence
- (ii) a failure to comply with any legal obligation; or
- (iii) a miscarriage of justice; or
- (iv) the putting of the health and safety of any individual in danger; or
- (v) damage to the environment ;or
- (vi) deliberate concealment relating to any of (i) to (v)

It is immaterial whether the relevant failure occurred, occurs or would occur in the United Kingdom or elsewhere, and whether the law applying to it is that of the United Kingdom or of any other country or territory.

Confidentiality will be respected, if the employee wishes this and concerned members of staff will be supported and protected from reprisals. However, false and malicious allegations will be penalised by the Company.

If an employee feels the need to take advice before raising a matter with

**C I 4 U GB Nationwide**, they can contact the independent charity, **Public Concern at Work** on telephone number **0207 404 6609**. They provide free, confidential legal advice on whistle blowing matters but there is no “gateway” to allow disclosure of any confidential information to them.

If employees believe that their concerns have not been properly addressed, they can contact the **Financial Services Authority (FCA)** on **020 7066 9200** or at [whistle@fca.org.uk](mailto:whistle@fca.org.uk) if they are concerned about something that is relevant

to FCA's functions. Employees are protected by the Public Interest Disclosure Act where they:

- (1) have raised the matter internally with Simon Bond and remain concerned by the response or lack of response or they have felt unable to discuss the matter with him;
- (2) reasonably believe the information and allegations in it are substantially true;
- (3) reasonably believe the FCA is responsible for the issue in question.

Further information is available at [www.fca.org.uk/whistle/](http://www.fca.org.uk/whistle/)