

At Restore we value everyone's contribution, and we believe that the Company's success and future depends on the quality of service that we provide.

In turn, we also believe that quality is best delivered in a working environment that is fair to all and free from fraud, bribery, discrimination, harassment, victimisation, and bullying. The Company is therefore committed to behaving in an ethical, honest, open, and accountable way, and recognises that all colleagues have an important role to play in achieving this.

You may come across actions or activities which cause you concern. Most concerns are easily resolved. However, when these concerns are about breaches of the law, serious misconduct by another person, health and safety related, or financial misconduct, it is often difficult to know what to do. Restore encourages everyone to seek help and advice if they are unsure about what to do, or concerned that our values, policies, or code are being violated.

We will:

- Provide a dedicated independent Whistleblowing support line, available at all times, through which you can raise concerns you feel are difficult to share with management directly. You can choose to report anonymously if you wish. You can contact Safecall via telephone (0800 915 1571) or online at www.safecall.co.uk/report.
- Protect you and respect you for having the courage raise your concerns.
- Investigate all concerns raised in a timely, fair and transparent manner.
- Absolutely prohibit retaliation towards anyone who raises a genuine concern, reports a violation, or helps an investigation.
- Support people managers so that you feel confident in dealing with concerns that colleagues may raise directly with you.
- Provide regular awareness training and promote the whistleblowing process through posters and internal communications campaigns.





Protect - This is a completely independent charity which specialises in providing free and confidential whistleblowing advice. You can contact them via an online contact form at <https://protect-advice.org.uk/contact-protect-advice-line> or by telephone (020 3117 2520); their website is <https://protect-advice.org.uk/homepage>.

No matter where you work in Restore if you believe these commitments are being broken you should report it. You will be supported and protected.

Charles Bligh
CEO

