

## Whistleblowing Policy

A worker can report things that are not right, are illegal or if anyone at work is neglecting their duties, including:

- Someone's health and safety is in danger
- Damage to the environment
- A criminal offence
- The company isn't obeying the law (like not having the right insurance)
- Covering up wrongdoing

This can be done in confidence through any one of the following channels:

- Company office HR officer
- Field based salon support HR manager
- Direct with line manager