

Overview

All INSPIRED colleagues (both directly employed or an agency worker) can report certain types of wrongdoing and you can do this as a “whistleblower” if the wrongdoing you disclose is in the public interest. For something to be in the public interest it must affect others (for example, the general public). As a whistleblower, you’re protected by law – you will not be treated unfairly because you “blow the whistle”. You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

What counts as whistleblowing

You’re protected by law if you report any of the following:

- a criminal offence, for example fraud or the facilitation of tax evasion
- someone’s health and safety is in danger, both the health and safety of people and also of our product, whether that be food safety or food quality
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, for example does not have the right insurance
- you believe someone is covering up wrongdoing

What doesn’t count as whistleblowing

Personal grievances (for example bullying, harassment, discrimination) are not covered by whistleblowing law, unless your case is in the public interest. If you have a personal grievance, you can find information on how to address this in our Grievance policy.

How to report wrongdoing

We are committed to achieving an open working environment in which you feel able to report directly to your line manager. If you do report your concern to your line manager, but don’t want anyone else to know it was you who raised the concern, you must state this straight away.

There may be times when a colleague is not comfortable raising their concern to a manager or feels unable to do so. To overcome these potentially difficult circumstances and to protect you, INSPIRED has joined Safe Call who provides an anonymous, free and confidential service to enable colleagues to report any whistleblowing concern.

Safe Call is a completely independent organisation with impartial staff trained to handle these types of reports. Colleagues can phone in total confidence knowing that the call will not be traced or recorded – and they will not even be asked for a name. The information that is given to Safe Call will be passed on to one of the company’s senior managers who will act on it without compromising the caller in any way.

You can contact Safe Call for free from any phone 7 days a week, 24 hours a day. **Just dial 0800 915 1571 (UK), 00 800 72332255 (France), or 00 800 7233 2255 (Poland).**

Alternatively, reports can be filed online at www.safecall.co.uk/file-a-report

What happens after you have reported a concern

Safe Call will review the information you have shared as part of your concern and then pass this onto a senior manager within Inspired to decide if any action is needed. It is important that you give as much information as possible, especially if the concern is raised anonymously, to ensure we can conduct a thorough investigation.

The senior manager will decide how the concern is investigated and, if applicable, how the concern is dealt with. The senior manager may keep you informed about the action they've taken, but in some instances, they will not disclose this if they have to keep the confidence of other people.

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We obsess about
our customers



I develop myself
and others



We win
together



I create
value