PSMG
property solutions management group

PSMG LIMITED

Policy Statement

PSMG LIMITED WHISTLEBLOWING POLICY

PSMG maintains a whistleblowing policy for all employees and shareholders, and encourages those who work in connection with PSMG to use it.

Under certain circumstances, employees have legal protection to make disclosures about an organisation for whom they work. These employees may be referred to as ‘whistleblowers'. this legal protection ensures that any fraud, misconduct or wrongdoing by workers, or shareholders of the organisation is reported and appropriately investigated. PSMG therefore encourages all individuals to raise any concerns that they may have about the conduct of others in the business, or the way in which the business is run.

Certain disclosures are prescribed by law as qualifying disclosures. These disclosures may be made in the public interest by an individual who has reasonable belief that a company has committed/ is committing a relevant failure by:

- Committing a criminal offence;
- Failing to comply with a legal obligation;
- A miscarriage of justice;
- Endangering health and safety;
- Environmental damager; or
- Concealing any information relating to the above.

The company must then appropriately investigate such beliefs, and the individual making the protected disclosure has the right to not be dismissed, subjected to any detriment, or victimised because they made a disclosure. The Public Interest Disclosure Act 1998 makes it an offence to target an individual for making such disclosures.

Where possible, concerns should be raised in the first instance to the Director of the company, or a Senior Manager, who should then treat the matter with complete confidence. Should the individual not be satisfied with the outcome, the matter should be escalated to the appropriate organisation body i.e. Police, Environment Agency, Health & Safety Executive or Social Services Department.

Jason Silcox

Business Director
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