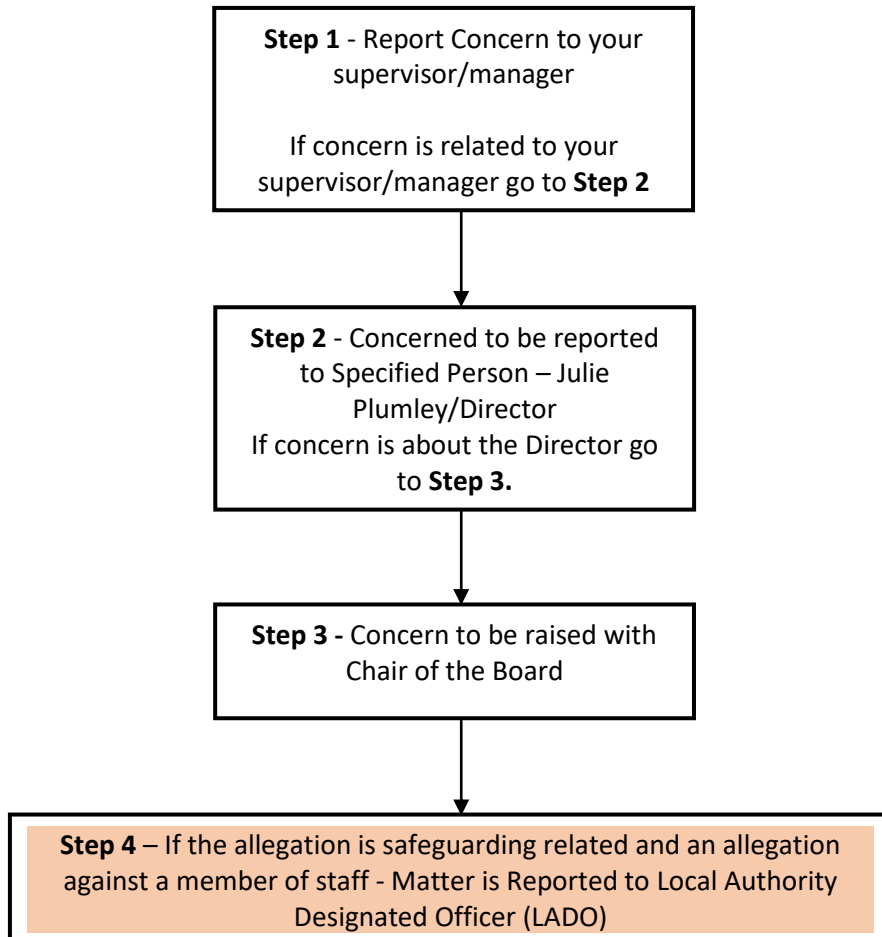




Whistleblowing Policy Flow Chart

(read in conjunction with whistleblowing policy)

2025 - 26



Future Roots recognises the decision to report a concern can be difficult, especially where a colleague is implicated. Future Roots determined that the reporting of concerns will be treated seriously and sensitively. Future Roots will always take appropriate action to protect you when you raise a concern in good faith.

We will not tolerate any bullying, harassment or victimisation towards participants or work colleagues and will treat this as a serious disciplinary offence which will be dealt with under the relevant procedures.

All concerns will be treated in confidence and every effort will be made not to reveal your identity unless you wish otherwise. If a situation arises where a concern cannot be resolved without revealing your identity, we will discuss this with you beforehand.

If you make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation which the investigation indicates may have been made without substance, maliciously or for your own personal gain, disciplinary action will be taken against you.