

JULIA RAUSING

— TRUST —

WHISTLEBLOWING POLICY

1. Purpose

This policy sets out how concerns about wrongdoing or misconduct relating to the operations of The Julia Rausing Trust (“The Trust”) can be raised and how they will be addressed. It is designed to ensure staff, trustees, or others connected with The Trust can report concerns without fear of reprisal and in the public interest.

2. Scope

This policy applies to:

- Trustees
- Employees
- Volunteers
- Contractors and consultants
- Grant recipients and partner organisations

It covers concerns relating to:

- Criminal offences (e.g. fraud, corruption, bribery)
- Failure to comply with legal obligations
- Miscarriages of justice
- Health and safety risks
- Environmental damage
- Concealment of any of the above

3. Protection for Whistleblowers

Anyone who raises a genuine concern under this policy is protected by the Public Interest Disclosure Act 1998 (PIDA). The Trust will not tolerate any harassment, retaliation or victimisation of a whistleblower.

Concerns should be raised in good faith. Deliberate false reporting may result in disciplinary action.

4. How to Raise a Concern

Concerns can be raised confidentially (or anonymously, though this may limit The Trust’s ability to investigate). You are encouraged to raise the issue with:

a) Your Line Manager or the Chief Executive

b) If the concern involves senior staff or you feel unable to raise it internally, you may contact the Chair of Trustees

You should provide:

- A clear description of the concern
- Any supporting evidence
- Whether you wish to remain anonymous

5. Investigation and Outcome

- The concern will be acknowledged within 5 working days.
- An initial assessment will be made to determine if further investigation is needed.
- If necessary, an internal or external investigation will be carried out promptly.
- The whistleblower will be informed of the outcome, subject to legal and confidentiality considerations.

6. External Disclosures

If you feel unable to raise a concern internally, you can report to an external body such as:

- Charity Commission
- Fundraising Regulator
- Health and Safety Executive
- Your legal adviser

A list of “prescribed persons” for external disclosure is available at:

<https://www.gov.uk/whistleblowing>

7. Review

This policy will be reviewed every three years, or earlier if required by law or changes in best practice.

Version: 1

Approved by the Board of Trustees on: 23/07/2025

Next review date: 23/07/2028