



Whistleblowing

Introduction

Strix is committed to demonstrating the highest standards in relation to openness, integrity and accountability and appreciates its employees are integral to the achievement of this goal.

Occasionally you may have concerns regarding matters at work and usually these can be resolved quickly and easily. However, when issues concern breaches of the law, serious misconduct to another person, health and safety or financial malpractice it may be difficult to know what to do.

Under the above circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures. These are referred to as 'Qualifying Disclosures'. In the Isle of Man, under section 64 of the Employment Act 2006, a worker is protected under Part V of the Act. In the UK this is covered in the Public Interest Disclosure Act 1998. The aim of this Group-wide Policy is to provide you with guidelines as to actions that you may take to raise such issues, should you have a cause for concern.