



EMMA Whistle Blowing Policy V1.1_10102022

Action	Name	Role	Date
Created by	Leon Roberts	EMMAA Board Member & Safeguarding Lead	05/2022
Updated to V1.1_10102022 by	Marie Spencer	EMMAA Board Member & Company Secretary	10/10/2022
Signed off by	Marie Spencer	EMMAA Board Member & Company Secretary	10/10/2022
Signed off by	Marc Goddard	EMMAA President	11/10/2022



EMMAA are committed to creating and maintaining a culture of openness within our organisation so that individuals feel encouraged and confident to raise any concerns relating to suspected misconduct. We also recognise the negative effect that malpractice can have on an organisation and the members of that organisation and therefore encourage individuals to raise genuine concerns or any suspicions around misconduct. Raising such a concern is referred to as whistleblowing.

You're a whistleblower if you're a worker and you report certain types of wrongdoing. This will usually be something you've seen at work - though not always. The wrongdoing you disclose must be in the public interest. This means it must affect others, for example the general public.

As a whistleblower you're protected by law. **The Public Interest Disclosure Act 1998** is the principal legislation in the whistleblower area and protects whistleblowers from negative treatment or unfair dismissal. There is no legal requirement for an organization to have a whistleblowing policy although under the Corporate Governance Code, listed companies must have whistleblowing policies in place or explain why they do not. EMMAA strongly believe in fairness, equality and openness and therefore see the value and importance of a whistleblowing policy that is available on our official website.

The policy here is intended to cover complaints that are made in the public interest. If the matter is of an individual or personal nature, such as bullying, harassment or discrimination, it should be pursued through the Grievance procedure. Complaints that count as whistleblowing are of public interest, these are:

- # Criminal Offences such as fraud
- # Someone's health and safety is in danger
- # The threat of risk or actual risk to the environment
- # A miscarriage of justice
- # The company is breaking the law ie not having the correct insurance
- # Offering, taking or inviting bribes
- # You believe someone is covering up a wrongdoing



EMMAA appreciate that those reporting concerns may be hesitant, apprehensive and nervous about doing so. We want to reassure you that you will suffer no detrimental treatment as a result of voicing your concerns. We will not tolerate victimization, harassment, bullying or any other detrimental treatment of anyone who has made a disclosure under this policy. In fact we support and appreciate those who are brave enough to speak out against potential wrongdoings that could damage our reputation and that of MMA in this Country. We encourage you to report suspected wrongdoings at the first available opportunity and you can be assured that no action will be taken against you if you raise a genuine concern, even if that concern s not confirmed by any subsequent investigation.

Any disclosure that you decide to make under this policy will be treated as far as reasonably possible and practical in a confidential and sensitive manner. If confidentiality is not reasonably practical, for instance, because of the nature of the information, this will be fully explained to you. We hope that you will feel confident and safe to voice any concerns openly, however, any disclosures that are made anonymously cannot be dealt with as effectively and efficiently as open disclosures as they are often more difficult to investigate. However, any disclosure, whether open or not, is taken with upmost seriousness and will be investigated to the fullest of our ability.

Any disclosure should be directed in the first instance to the Chairman of EMMAA or the Vice Chairman. At the time of writing this policy The Chair is Mr. Marc Goddard and the Vice Chair is Mr. Paul Reed. Full contact details are available are accessible on our website. If the disclosure is seen to be a very serious allegation the members of the EMMAA board will be notified and the matter potentially discussed with them in a sensitive and professional manner.

Once a concern has been raised, we will investigate this. If you have not made this complaint anonymously, you will be asked to attend a meeting as part of the investigation. We will keep you updated as to the progress of the investigation, as far is appropriate and possible bearing in mind any confidentiality obligations that apply. It is important that you are aware that you will not be given any details of any disciplinary action taken unless we feel it is appropriate to do so. If at the conclusion of the investigation you are not happy or satisfied with outcome then you can express this directly to the Chairman who will respond in writing notifying you of whether



or not they feel further investigations are required or not and their explanation for the decision reached.

Please note that EMMAA may take disciplinary action if you are found to have subjected a whistleblower to any form of detrimental treatment. This type of action may also be pursued if you have intentionally misled EMMAA in respect of any matter or we believe that you have made false allegations maliciously.