

Our Whistleblowing Policy

About us

We are engineering and innovation specialists, delivering cleantech and technical services to the water, waste, energy, power and marine sectors.

We provide technical engineering, design, installation and consulting services, delivering value engineered, robust yet appropriate and innovative services, solutions and products.

Our commitment

EcoGenR8 Limited, and our trading entities AFECO and Innov8 Products, encourage workers who have serious concerns about any aspect of the Company's work to voice those concerns. "Whistleblowing" is viewed by the Company as a positive act that can make a valuable contribution to our efficiency and long term success.

A copy of this Policy is displayed at our office, on our websites and is freely available on request.

Top management take full responsibility for ensuring this Policy is implemented. This Policy relates to the 2020 / 2021 financial year.

Abigail Field
Director
November 2020



Our responsibilities

As an Organisation, we will:

- Provide avenues for workers to raise serious concerns
- Take all concerns seriously and confidentially
- Provide full support from top management to address the concern and commission an investigation team
- Provide feedback on any action taken
- Ensure workers receive a response to their concerns
- Reassure workers that they will be protected from possible reprisals / victimisation if they make a disclosure in good faith

We are committed to being supportive of all workers and if a worker honestly and reasonably believes they have a serious concern, we believe they should have nothing to fear. The Company will not tolerate any harassment or victimisation of a whistleblower and will take appropriate action to protect that worker, even if the concern is not confirmed by the investigation. However, any allegation made maliciously or for personal gain may lead to disciplinary action being taken. Serious concerns cover a range of issues including (but not limited to) harassment, discrimination, abuse, health and safety or environmental breaches, unethical conduct, fraud and criminal offences. The concerns raised will be investigated through the disciplinary process and may be referred to the police if necessary.

How to raise a concern

Concerns can be raised with workers line managers or the Managing Director on 07719 396209 (afield@afeco.co.uk). Concerns can be raised by telephone, in person or in writing but should state the nature of the concern and its background with dates. The earlier the concern is raised, the easier it is to take action.