

Whistleblowing Policy

1. Policy Statement

SeenEm[®] is committed to the highest standards of integrity, transparency and accountability. This policy enables individuals to raise concerns about wrongdoing in a safe, confidential and responsible way, without fear of retaliation.

2. Scope

Applies to employees, directors, contractors, agency workers, suppliers and anyone working on behalf of SeenEm[®].

3. Legal Framework



Public Interest Disclosure Act 1998



Employment Rights Act 1996

4. What Is Whistleblowing

Whistleblowing concerns the disclosure of information that an individual reasonably believes shows wrongdoing, including:



Criminal activity



Breach of legal obligations



Health and safety dangers



Data protection breaches



Fraud, bribery or corruption



Concealment of any of the above



5. How to Raise a Concern

Concerns should be raised as soon as possible with management or via the designated reporting route. Reports may be made verbally or in writing.

6. Investigation

All disclosures will be assessed and investigated promptly and fairly. Individuals will be informed of progress where appropriate.

7. Protection from Retaliation

SeenEm® strictly prohibits victimisation of anyone who raises a concern in good faith.

8. Review and Approval

This policy is reviewed annually by the Board of SeenEm®.

Approved by: The Board of SeenEm®

Review frequency: Annual

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