



FASTVIEW360

superfast video monitoring

WHISTLEBLOWING POLICY

2026



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Statement and Purpose of Policy

Fastview360 Limited is committed to conducting business ethically, lawfully, and with integrity.

We encourage an open culture where Staff Members feel able to raise genuine concerns about wrongdoing, misconduct, unethical behaviour, or risks affecting the Company, its employees, customers, suppliers, or the wider public.

This Policy explains how concerns can be raised safely and appropriately and sets out the protections available to individuals who make qualifying disclosures.

Fastview360 Limited is committed to ensuring that individuals who raise concerns in good faith are treated fairly and are protected from retaliation.

Questions regarding this Policy should be directed to the HR Manager.

Scope

This Policy applies to all individuals working for or on behalf of Fastview360 Limited including:

- Directors and senior managers
- Employees
- Agency workers
- Consultants
- Contractors
- Temporary and fixed-term workers
- Casual workers
- Volunteers
- Trainees and interns
- Homeworkers
- Third parties performing services for the Company

This Policy applies to concerns raised in the public interest.

This Policy is not intended to address personal employment concerns relating only to an individual's own employment situation.

Those concerns should normally be raised under the Company's Grievance Procedure.

This Policy does not form part of any contract of employment and may be amended periodically.

What Can Be Reported Under This Policy

Whistleblowing involves disclosure of information concerning suspected wrongdoing or danger.

For legal protection to apply, disclosures should normally constitute a qualifying disclosure under the Public Interest Disclosure Act 1998.

Examples include concerns relating to:

- Criminal offences.
- Fraud, theft, bribery, or corruption.
- Financial misconduct.
- Failure to comply with legal obligations.
- Health and safety risks.
- Environmental harm.
- Data protection breaches or unlawful disclosure of information.
- Modern slavery, forced labour, or human rights concerns.
- Unsafe working practices.
- Unsafe use of technology or automated systems.
- Misuse of personal data.
- Serious misconduct.
- Deliberate concealment of wrongdoing.
- Breaches of Company policies or ethical standards.
- Harassment, sexual harassment or discrimination directed towards an individual or individuals working for or on behalf of Fastview360 Limited.

A concern does not need to be proven before it is reported.

Concerns should be raised where the reporting individual reasonably believes the information disclosed indicates wrongdoing.

Raising a Whistleblowing Concern

Staff Members are encouraged to raise concerns as early as possible.

Concerns may be raised:

- First Level
 - Your Line Manager
- Alternative Escalation Route
 - Where the concern involves your Line Manager, management, or where internal escalation is not appropriate:
 - Toby Fournier (toby.fournier@fastview360.co.uk)

Concerns may be raised:

- verbally;
- in writing;
- by email;
- during meetings; or
- through any designated reporting process.

Reports should include where possible:

- nature of concern;
- dates or timeframe;
- persons involved;
- supporting information;

- any steps already taken.

Anonymous reports are accepted.

However, anonymous disclosures may limit the Company's ability to investigate fully or provide feedback.

External Reporting

Fastview360 Limited encourages internal reporting wherever appropriate. However, individuals may be legally entitled to report concerns externally in certain circumstances.

Examples of prescribed external bodies may include:

- Health and Safety Executive (HSE)
- Information Commissioner's Office (ICO)
- Financial Conduct Authority (FCA)
- Environment Agency
- Independent Anti-Slavery Commissioner

Staff Members are encouraged to seek advice before making external disclosures.

Disclosure to the media will rarely be appropriate.

How Fastview360 Limited Will Respond

All disclosures will be taken seriously.

The Company will normally:

Initial Review

- acknowledge receipt (where contact details are available) within five working days;
- assess the concern;
- determine whether investigation is required.

Investigation

Where appropriate, an impartial investigator or investigation panel may be appointed.

Investigations may include:

- interviews;
- document review;
- evidence gathering;
- management review;
- external specialist support where necessary.

The whistleblower may be asked to provide additional information.

Employees may be accompanied by a colleague or representative where appropriate.

Outcome

Where reasonably possible, feedback will normally be provided within 28 days.

Certain details may remain confidential for legal, privacy, or employment reasons.

The Company cannot guarantee a specific outcome.

Confidentiality and Data Protection

Fastview360 Limited will make reasonable efforts to protect confidentiality.

Information relating to disclosures will be:

- handled sensitively;
- stored securely;
- shared only where necessary;
- processed in accordance with applicable data protection requirements.

Complete confidentiality cannot always be guaranteed where legal obligations require disclosure.

Protection Against Retaliation

Fastview360 Limited prohibits retaliation against individuals who raise concerns in good faith.

Examples include:

- dismissal;
- disciplinary action;
- harassment;
- victimisation;
- intimidation;
- withholding opportunities;
- threats or adverse treatment.

Anyone experiencing retaliation should report concerns immediately to HR.

Retaliation may result in disciplinary action.

Protection under this Policy applies even where concerns are ultimately not substantiated, provided concerns were raised honestly and reasonably.

Knowingly false or malicious allegations may result in disciplinary action.

Training and Awareness

The Company will provide appropriate training and awareness.

Training may include:

- whistleblowing rights and responsibilities;
- recognising reportable concerns;
- investigation handling;
- confidentiality obligations;
- anti-retaliation requirements.

Managers and investigators may receive additional training.

Monitoring and Oversight

The Company will monitor:

- number of disclosures;
- categories of concerns;
- investigation outcomes;
- response times;
- corrective actions.

Whistleblowing information will be reviewed periodically in anonymised form to identify trends and improvement opportunities.

Responsibilities

Directors and Senior Management

- promote a speak-up culture;
- support investigations;
- monitor effectiveness.

Managers

- respond appropriately to concerns;
- escalate concerns promptly;
- protect confidentiality.

Employees and Workers

- raise concerns responsibly;
- cooperate with investigations where appropriate.

Record Keeping

Records may include:

- disclosures received;
- investigations undertaken;
- actions implemented;
- lessons learned;
- training records.

Records will be retained in accordance with Company retention procedures.

Policy Review

This Policy will be reviewed at least annually or earlier following:

- legislative updates;
- significant incidents;
- organisational changes;
- audit findings.

Policy effectiveness will be reviewed through continual improvement processes.

Signed:



Wayne Moss – Managing Director
Date: 11/06/2026

Signed:



Toby Fournier - Head of Legal
Date: 11/06/2026

Review Date – May 2027