TRISET LTD · GOVERNANCE & COMPLIANCE

Whistleblowing Policy

A formal, protected speak-up process for internal and external parties: confidential reporting, three-day acknowledgement, defined investigation timescales and no retaliation.

Triset Ltd

Company No. 17116041 · Stretford, Manchester M32 8PS, United Kingdom
triset.co.uk · Info@triset.co.uk

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Whistleblowing Policy

TRISET LTD · GOVERNANCE & COMPLIANCE POLICY

A formal speak-up process for our own people and for clients, suppliers and the public — protected, confidential and answered.

Document	Whistleblowing Policy
Owner	Triset Ltd (Company No. 17116041) - Stretford, Manchester M32 8PS, UK
Version	1.0 - November 2026
Approved by	Javerya Memon, Director — Triset Ltd
Operated by	Fahad Nazeer, Founder & Lead Engineer
Next review	2027
Speak-up contact	whistleblowing@triset.co.uk · +44 7491 569294
Classification	Public - may be shared with clients, suppliers and portal reviewers

1. OUR COMMITMENT & SCOPE

Triset Ltd (Company No. 17116041) operates a formal whistleblowing (speak-up) process that is open to internal parties — employees, workers and subcontractors engaged by Triset — and to external parties, including clients, client staff, suppliers, competitors and members of the public who have concerns about how we do business. We would rather hear a small concern early than read about it in a regulator's report. This policy is written with reference to the Public Interest Disclosure Act 1998 and Part IVA of the Employment Rights Act 1996.

2. WHAT CAN BE REPORTED

- Criminal offences or suspected criminal activity, including bribery, fraud or theft
- Failure to comply with legal obligations — data protection, waste duty of care, employment law
- Miscarriages of justice, or falsified records, certificates or reports of any kind
- Danger to health and safety of any person, on our sites or client sites
- Damage to the environment, including improper waste handling or disposal
- Modern slavery or human rights abuses anywhere in our business or supply chain
- Deliberate concealment of any of the above

3. HOW TO REPORT — INTERNAL PARTIES

Report in writing to the confidential mailbox whistleblowing@triset.co.uk, or speak directly to Javerya Memon, Director, or Fahad Nazeer, Founder — by phone on +44 7491 569294, in person, or in writing. Anonymous reports are accepted and investigated on their merits; a named report simply lets us ask follow-up questions. Where the concern involves the Director or Founder, report it to the other one of them; where it involves both, use the confidential mailbox or an external body below — that report is then handled by an independent person outside the company's day-to-day management.

4. HOW TO REPORT — EXTERNAL PARTIES

Clients, suppliers and members of the public may use the same confidential mailbox whistleblowing@triset.co.uk, write to us at our registered Manchester address, or call +44 7491 569294 and ask for the speak-up process. Enterprise clients with their own supplier-speak-up portals may lodge concerns through those portals equally — we commit to engaging with any client-led investigation. External parties may also go directly to the relevant UK body at any time, with or without first telling us: Protect (the whistleblowing charity, 020 3117 5252), ACAS (0300 123 1100), the ICO for data protection, the HSE for safety, the Environment Agency for waste and environmental harm, and Action Fraud for crime.

5. WHAT HAPPENS NEXT

- Acknowledgement within 3 working days of a report reaching us
- A proportionate investigation by a person not implicated in the concern, with facts gathered from documents, systems and interviews
- A written outcome normally within 4 weeks, including what was found and what changed; complex matters are updated in writing rather than left silent
- Corrective action — up to disciplinary action, contract termination, client notification and regulator reporting where the law requires
- Feedback to the reporter wherever we can do so without breaching others' confidentiality

6. PROTECTION FROM RETALIATION

No one who raises a genuine concern in good faith — through this policy or an external body — will suffer detriment: no dismissal, discipline, pay cut, reduced hours, removal from jobs, or blacklisting. Retaliation against a reporter is itself treated as gross misconduct. Workers who make protected disclosures retain their statutory rights under PIDA/ERA 1996 regardless of anything in this policy. If a reporter believes they are being retaliated against, they should say so immediately and it will be investigated as a separate, serious matter.

7. CONFIDENTIALITY & FALSE ALLEGATIONS

We keep the reporter's identity confidential to those who genuinely need to know for the investigation, and we expect the reporter to keep the matter confidential while it is investigated. Concerns made in good faith that turn out to be mistaken are welcomed — we would rather have ten wrong alarms than one silence. Deliberately false or malicious allegations, however, are a conduct matter under our disciplinary process.

SPEAK-UP PROCESS AT A GLANCE

- Formal process open to internal AND external parties — clients, suppliers and the public included
- Dedicated confidential mailbox and a named senior contact, with an independent route when senior people are implicated
- Acknowledgement in 3 working days, written outcome normally within 4 weeks
- No retaliation — ever — and statutory PIDA rights preserved for workers
- External bodies (Protect, ACAS, ICO, HSE, EA, Action Fraud) listed so no one depends on us to act
- Anonymous reports accepted and investigated on their merits

Portal and compliance reviewers may cite this page as evidence that Triset Ltd operates a formal whistleblowing procedure for internal and external parties, with defined timescales, an independent escalation route and anti-retaliation protections.