

# Whistleblowing

The term 'whistleblowing' is generally used to describe situations where a worker discloses suspected or actual wrongdoing to an individual or entity that is in a position to take action. Often referred to as 'speaking up', it is regarded as a crucial part of effective corporate governance and a key back-stop for a positive compliance culture in firms. People who blow the whistle in accordance with the law and regulation play an important role in exposing poor conduct within firms and are generally protected in law against retaliation and victimisation.

## #1

### The right culture

You can help maintain a healthy culture by always **doing the right thing** and escalating control weaknesses, breaches and examples of poor conduct.

Remember, you can seek advice from Compliance or senior management if you are ever unsure about what to do.

## #2

### Speaking up

You should feel comfortable raising issues with your management or control functions in the knowledge that **your concerns will be taken seriously** and that you will not be victimised as a result.

For more information, consult your firm's policies and procedures.

## #3

### Escalation alternatives

Hopefully, you will always feel able to use normal escalation channels. However, if that's not the case, you have alternatives.

For example, your firm may have a Whistleblowers' Champion or an external hotline. In addition, you can **escalate concerns** directly to prescribed bodies (e.g. the FCA).

