



JCG AGRI-ENVIRONMENTAL LIMITED
CULTIVATING TOMORROW

Whistleblowing Policy

6th February 2025

1. Introduction

JCG Agri-Environmental Limited is committed to maintaining the highest standards of integrity and accountability in its operations. This policy provides a framework for employees and other stakeholders to report concerns about any suspected wrongdoing or malpractice within the company.

2. Purpose

The purpose of this policy is to:

- Encourage employees and stakeholders to report any concerns about wrongdoing.
- Provide a clear procedure for reporting and handling such concerns.
- Protect whistleblowers from retaliation or victimisation.
- Ensure that all reports are thoroughly investigated and appropriate actions are taken.

3. Scope

This policy applies to all employees, contractors, suppliers, and other stakeholders of JCG Agri-Environmental Limited.

4. Definition of Whistleblowing

Whistleblowing is the act of reporting concerns about suspected wrongdoing or malpractice within the company. This may include, but is not limited to:

- Fraud or financial irregularities.
- Breaches of health and safety regulations.
- Environmental damage.
- Unethical or illegal conduct.
- Any other actions that could harm the company's reputation or operations.



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5. Reporting Procedure

Employees and stakeholders are encouraged to report their concerns as soon as possible. Reports can be made through the following channels:

- Directly to a line manager or supervisor.
- To the Human Resources department.
- Through the company's confidential whistleblowing hotline or email.

6. Confidentiality

All reports will be treated with the utmost confidentiality. The identity of the whistleblower will be protected, and information will only be shared on a need-to-know basis.

7. Protection Against Retaliation

JCG Agri-Environmental Limited is committed to protecting whistleblowers from retaliation or victimisation. Any employee who retaliates against a whistleblower will face disciplinary action, up to and including termination of employment.

8. Investigation and Action

All reports of suspected wrongdoing will be thoroughly investigated. The company will take appropriate action based on the findings of the investigation. This may include disciplinary action, legal proceedings, or other measures to address the issue.

9. Review and Monitoring

This policy will be reviewed regularly to ensure its effectiveness. The company will monitor the implementation of this policy and make any necessary adjustments to improve its effectiveness.

10. Contact Information

For any questions or concerns regarding this policy, please contact:

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