

Policy Number: **G24**
Policy Title: **Governance**
Whistle Blower Policy



Date of First Adoption: May 2015
Date of Amendment: May 2018
Date of Next Review: May 2020

Related Document: G10 Complaints Policy

Introduction

A whistle-blower complaint is one thought to be in the organisation's interest or the public interest. Such concerns are generally serious and sensitive as they may impinge on the well-being, reputation or operations of GMP, its partners and projects and/or the public interest. The purpose of this policy is to enable such concerns to be dealt with effectively whilst protecting the whistle blower.

These concerns include, but are not limited to, the following:

- unlawful activity;
- breaches of the ACFID Code of Conduct;
- financial fraud (for example accounting manipulation, non-compliance with internal controls/procedures, misappropriation of assets or fraudulent expenditure or statements);
- bribery or corruption (for example conflicts of interest, bribery, sponsorships & donations, gifts or facilitation payments);
- serious endangerment to the environment, health and safety;
- activities which, otherwise by law, treaty or agreement, amount to serious improper conduct (for example discriminatory practises, use of child labour, human rights).

Policy

1. GMP will ensure such concerns are treated seriously and appropriately and the identity of the whistle-blower will be protected as much as possible.
2. GMP will ensure that any person raising a serious concern in good faith will be protected from reprisals or retaliation.
3. GMP requires employees, volunteers, implementing partners, and associate partners to raise serious and sensitive concerns where the well-being, reputation or operations of GMP, its partners and projects and/or the public interest are under threat.

4. GMP encourages any other stakeholders or interested parties to also raise their concerns.
5. Whistle blower complaints should be pursued according to the Complaints Handling Process.