

MEMBERS' PLEDGE

As a Member of Protect we will:

- **Work towards a culture where whistleblowers can speak up freely without fear of victimisation, and we will listen and act upon concerns. Senior leaders and all managers will actively demonstrate our commitment to this.**
- **Ensure effective policies and procedures are in place and are promoted regularly to staff and stakeholders.**
- **Engage with all staff and ensure support is given to managers by training them how to receive and respond to concerns effectively.**
- **Investigate concerns in as independent and thorough a manner as possible, making sure to separate the concerns from the person raising them, and maintaining the confidentiality of the whistleblower wherever possible.**
- **Encourage suppliers and other stakeholders to adopt effective whistleblowing arrangements.**
- **Continually strive to improve our whistleblowing arrangements, and to audit and review regularly so that our organisation learns lessons from whistleblowing and improves.**