

# Danny Sullivan Group

Whistleblowing



DANNY SULLIVAN  
GROUP

# Russell Deards General Counsel & Company Secretary

- DSG encourages openness and will support those who raise genuine concerns
- We have made Whistleblowing more accessible and promote ALL our team to do the right thing
- We promote a fair, consistent and compliant process



**DANNY SULLIVAN  
GROUP**



# Whistleblowing

Promoting a fair, consistent and compliant process



# “Would You Say Something?”

A quick question:

You see someone:

- signing off hours that weren't worked; or
- unsafe lifting equipment being used; or someone taking cash from a supplier; or
- Someone put under pressure to pay someone else to stay on the site.

Do you ignore it?

Or do you say something?

That's what whistleblowing is about.



# What Is Whistleblowing?

Whistleblowing is a way of reporting suspected wrongdoing at work.

It includes concerns about:

- Criminal offences
- Bribery or fraud
- Health & safety breaches
- Environmental damage
- Misuse of personal information
- Non-compliance with legal obligations
- Deliberately covering up wrongdoing

This is protected by law under the **Public Interest Disclosure Act 1998 (PIDA)**.

If you reasonably believe what you're reporting is true and in the public interest, you are protected.

Even if it turns out you were mistaken.



# Real Site Examples

Here's what whistleblowing might look like on site:

- Someone adding fake hours to timesheets
- Workers recorded as present when they weren't
- Unsafe scaffolding being signed off
- Cash payments to "speed things up"
- Sharing personal data improperly
- Environmental waste being dumped illegally
- A serious safety risk being ignored

If it's wrong, it should be reported.



# What Whistleblowing Is NOT

Whistleblowing is not for personal grievances.

If you're unhappy about holiday, rota, or pay issues, use the Grievance Policy.

Whistleblowing is about wrongdoing that affects others, the company, or the public.

## **You Are Protected**

We understand people worry about consequences.

Under this policy:

- ✓ You can raise concerns confidentially
- ✓ You can report anonymously
- ✓ You are protected from victimisation
- ✓ No action will be taken if you reasonably believe it's true

Retaliation against someone who raises a genuine concern is not tolerated.



# How To Raise a Concern

DSG uses an independently run service:

## **AAB Whistleblowing Service**

Available 24 hours a day, 365 days a year.

You can report:

- By phone: **0800 026 0466**
- Online: <https://fileaconcern.org/dannysullivan>

You will receive a unique reference number so you can:

- ✓ Add more information
- ✓ Check progress
- ✓ Stay anonymous if you choose

**Reports are passed securely to: [whistleblower@dannysullivan.co.uk](mailto:whistleblower@dannysullivan.co.uk)**



# What Happens Next?

- ❖ Your concern will be acknowledged within 7 days
- ❖ It will be assessed and investigated
- ❖ You will receive a response within 3 months
- ❖ If more time is needed, you will be informed
- ❖ Investigations are handled confidentially and fairly.

## What If You're Not Satisfied?

If you feel your concern hasn't been addressed properly, you can contact:

- [whistleblower@dannysullivan.co.uk](mailto:whistleblower@dannysullivan.co.uk)

This goes directly to the Chairman of DSG.



# CIRAS Confidential Safety Hotline

If you are working on a rail project and have concerns regarding:

- Incorrect PPE Given
- Welfare facilities below expected standard
- Fatigue Concerns
- Non-compliant procedures
- Inadequate Training

You can use CIRAS (an independent, confidential hotline for reporting health & safety concerns and improving welfare in the rail sector)

Telephone: 0800 4 101 101



# When Should You Speak Up?

Ask yourself:

- Could someone get hurt?
- Is money being misused?
- Is the law being broken?
- Is something being covered up?

If the answer is yes, raise it.



# Why It Matters on Site

## Whistleblowing protects:

- ✓ Your safety
- ✓ Your wages
- ✓ Your reputation
- ✓ Your colleagues
- ✓ DSG's ability to win work

## Once ignored issue can lead to:

- Accidents
- Criminal charges
- Loss of contracts
- Job losses

Speaking up protects everyone.



# Reminder:

“It takes courage to speak up. But staying silent can cost far more.

At DSG, doing the right thing isn't optional, it's expected.  
If something doesn't feel right, report it.”

Whistleblowing is in accordance with our Values



# Our Values

Be Fair	Be Committed	Be Well	Be Courageous
<b>Inclusive</b> Ensure an equal, diverse and inclusive workplace	<b>Team Players</b> Working as an intrinsic team across all levels	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Deliver</b> Deliver the best quality staff to our customers
<b>Supportive</b> Support vulnerable groups	<b>Client First</b> Work with our clients to achieve all goals	<b>Safe Environment</b> Get everyone home safely everyday	<b>Train</b> Highest level of education, training and opportunities for our staff
<b>Conscious</b> Minimise our impact on the environment	<b>Considerate</b> Work with our competitors to deliver a common goal	<b>Have Integrity</b> Influence the culture of the workplace to always do the right thing	<b>Rise Above</b> Exceed expectation
<b>Fair</b> Provide fair pay, rigorous data and financial management	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Supporting Wellbeing</b> We focus on our staff's wellbeing - physically and mentally	<b>Excellence</b> Always go the extra mile



# Our Values

Be Fair	Be Committed	Be Well	Be Courageous
<b>Inclusive</b> Ensure an equal, diverse and inclusive workplace	<b>Team Players</b> Working as an intrinsic team across all levels	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Deliver</b> Deliver the best quality staff to our customers
<b>Supportive</b> Support vulnerable groups	<b>Client First</b> Work with our clients to achieve all goals	<b>Safe Environment</b> Get everyone home safely everyday	<b>Train</b> Highest level of education, training and opportunities for our staff
<b>Conscious</b> Minimise our impact on the environment	<b>Considerate</b> Work with our competitors to deliver a common goal	<b>Have Integrity</b> Influence the culture of the workplace to always do the right thing	<b>Rise Above</b> Exceed expectation
<b>Fair</b> Provide fair pay, rigorous data and financial management	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Supporting wellbeing</b> We focus on our staff's wellbeing - physically and mentally	<b>Excellence</b> Always go the extra mile

# Together We Make The Difference

- OUR VALUES
  - Team Players
  - Fair
  - Have Integrity
- If you see something, say something
- Protect vulnerable workers
- Lets talk...
- Thank you for playing your part

