



## Whistleblowing Policy

Approved December 2025

Version	Date of amendment	Details of amendments	Main Author
December 2021	16/05/2023	Update of key contact details; allocation of CFO as policy owner; revision of review time from every three years to annually; general reformatting to align with other EYF policies.	Grace Brown
December 2021	25/10/2023	Update of CFO contact details	Grace Brown
December 2021	24/10/2024	As part of scheduled review cycle. Formatting changes, addition of external links, inclusion of 'About Us' paragraph on EYF.	Grace Brown
November 2025	05/11/2025	Update to contact details and suggested improvements to wording	Liz Crossley

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## 1. Introduction

- 1.1. The EY Foundation (“EYF”) is committed to acting fairly and lawfully in all the work we do, in the public interest. We welcome feedback where we have not met the high standards that we set ourselves. This feedback will enable us to improve what we do in the future and to prevent any instances of wrongdoing.
- 1.2. The EY Foundation helps young people facing barriers to entering the workplace. We aim to put young people at the heart of everything we do.
- 1.3. As a registered independent charity, our values, mission and compliance with legislation shapes all that we do and the decisions that we make.
- 1.4. Our values describe who we are and how we work together to achieve our aims to help young people.
  - **Growth mindset:** Increase our impact on more young people through dedication, innovation and hard work
  - **Empower people:** Everyone is given the opportunity to develop and to succeed
  - **Courage:** Use new learning and diversity of thought to challenge the status quo; embracing lessons learned even if a project misses its targets
  - **Collaboration:** Build relationships - internally and externally - to share ideas, embed an inclusive approach and achieve bigger outcomes

## 2. The Policy

- 2.1. This policy applies to everyone who works for the EYF in some way, whether paid or unpaid, including employees, contractors, secondees, volunteers, and young people whilst employed on EYF programmes.
- 2.2. Corporate partners and young people who are not currently employed by EYF (including, but not exclusive to, young people alumni and youth advisory board members YAB) should refer to the separate [EY Foundation Complaints Policy](#).

### 2.3. Aims and Purpose of this policy

- 2.3.1. The aim of this policy is to provide a clear and transparent way for anyone who works for the EY Foundation in some capacity to raise genuine concerns about acts of wrongdoing or malpractice in the workplace. It also aims to ensure that any concerns are dealt with effectively and in a timely fashion.
- 2.3.2. The EY Foundation has a professional duty to have appropriate procedures for investigating whistleblowing reports. All those who work for EYF should be aware of their right to voice a concern in complete confidentiality and without fear of retaliation.
- 2.3.3. During business, you may become aware of conduct by EYF persons or EYF suppliers (or other associated external parties, including but not exclusive to corporate partners and youth service providers), which you either know or suspect is unlawful or otherwise unacceptable. You may have noticed the conduct yourself or you may have been contacted by someone else.
- 2.3.4. This policy sets out the processes in place to ensure that all persons who work for EYF, as defined above, are not penalised for raising genuine concerns, even if those concerns prove to be unfounded. It also provides the means for taking disciplinary

action against anyone who is found to have raised false concerns with malicious intent.

2.3.5. This policy runs alongside all existing EY Foundation policies including the [Volunteering Policy](#), [Complaints Policy](#), and the [Child and Vulnerable Adult Protection Policy and Procedures](#).

2.3.6. This policy is owned by the Chief Financial Officer and will be reviewed annually.

## 2.4. What is whistleblowing?

2.4.1. Whistleblowing occurs where a concern is raised not as a complaint or feedback to the person(s) directly concerned with the subject matter, but as a confidential report.

2.4.2. It is not possible to provide an exhaustive list of the circumstances that may give rise to a whistleblowing report, and no statutory or regulatory definition exists. However, some examples of the type of conduct (either by EYF, its staff or third parties) about which a whistleblowing report might be raised could include the following:

- conduct which is an offence or breach of the law
- breaches of health and safety or environmental requirements
- the unauthorised use of charitable funds
- possible fraud and corruption
- actions that negatively affect the welfare of children or vulnerable adults (safeguarding)
- sexual, physical or verbal abuse, or bullying or intimidation of employees, customers or service users
- abuse of authority
- other unethical conduct.

2.4.3. In respect of the conduct of EYF persons (be that employees, contractors, secondees, volunteers, and the young people employed on EYF programmes), a whistleblowing report could include any concern in respect of the Foundation's commitment to quality work, professional judgment and values.

## 2.5. Confidentiality

All reports received will be dealt with confidentially and, if you provide personal details, in accordance with the requirements of the Data Protection Act 2018.

## 2.6. Prescribed Persons

Whistle-blowers may wish to make a report to a Prescribed Person if they do not wish to report a concern directly to the employer. Please find some independent external parties listed under Section 5 that can act as a Prescribed Person or give further guidance.

# 3. Whistleblowing Procedure

## 3.1. What to do if you wish to raise a concern about malpractice

3.1.1. If you wish to raise a concern specifically about a young person or vulnerable adult, consult the [EY Foundation Child and Vulnerable Adult Protection Policy and Procedures](#) for more guidance.

3.1.2. If you wish to raise a concern about any other form of malpractice, you can do so by contacting one or more of our designated responsible whistleblowing individuals/parties (full contact details provided at the end of this document) by email or telephone.

## 3.2. What information to include in your report

3.2.1. We ask that you provide us with as much information as possible, including:

- (i) the reason for your concern
- (ii) where and when the cause for concern arose
- (iii) names of those involved (if known)
- (iv) what outcome you are hoping for
- (v) your contact details

3.3. The EY Foundation encourages individuals to raise concerns openly, as this facilitates a thorough investigation. However, anonymous reports will be accepted and investigated as far as possible, recognising that anonymity may limit the ability to investigate or provide feedback. All concerns, whether raised anonymously or not, will be treated with the utmost confidentiality. Who to send your concern to

3.3.1. Please address your concern in the first instance to the designated responsible whistleblowing individuals/parties listed below. Training for these contacts will have been provided where necessary.

EY Foundation Chief Executive (Lynne Peabody): [lpeabody@eyfoundation.ey.com](mailto:lpeabody@eyfoundation.ey.com) / +44 20 7951 5803

EY Foundation CFO (Liz Crossley): [Liz.Crossley@eyfoundation.ey.com](mailto:Liz.Crossley@eyfoundation.ey.com) / +44 20 79809559

EYF Trustee and Interim Chair of Audit & Risk Committee (Erol Mustafa): [emustafa@uk.ey.com](mailto:emustafa@uk.ey.com)

Independent external party: [Charity Commission](#) or [Protect](#)

3.4. What to do if someone raises a concern with you about malpractice

3.4.1. If someone informs you that they are concerned about the actions of another EYF person(s), EYF supplier(s) or other associated external party (parties), you should reply to them as soon as possible.

3.4.2. If you are not a designated responsible whistleblowing individual/party, you should establish why he/she has chosen to discuss the concern with you.

3.4.3. You must then inform the person that either you, or they, are obliged to contact one of the designated responsible whistleblowing individuals/parties as soon as possible to make them aware, but you should not refuse to hear what the person has to say. You should make notes of your discussions with the individual and check the accuracy of your notes with him/her.

3.4.4. After discussion, you, or they, must contact one of the designated responsible whistleblowing individuals/parties as soon as possible, following steps 1 - 3 above. You should not take any further action unless otherwise advised by a designated responsible whistleblowing individual(s)/independent external party(parties).

3.5. How your concern will be handled

3.5.1. If your claim is not anonymous, the designated responsible whistleblowing individual(s)/party(parties) who you choose to contact from the list above will reply to you within **5** working days (either in writing, by telephone, or in person) to discuss your concern. Should this discussion be held in person, it can take place away from the workplace if necessary.

3.5.2. After discussion, you will be informed as soon as possible of the action that will be taken to address your concern. It may not be possible to disclose the full details of the outcome as it could concern confidential third party information, however we will share as much information as we are able to with you. If no action is to be taken in

relation to your concern you will also be informed of this outcome and provided with the reasons why.

3.5.3. If you do not want the person(s) you have concerns about to know your identity, please make this clear to the designated responsible person(s) with whom you make contact. Every effort will be made to respect your wishes, but it cannot be guaranteed that your identity will not be disclosed. If this is the case, you will be informed beforehand and any issues you may have about this will be discussed with you.

3.5.4. If you need support in raising or communicating your concern, you may bring a work colleague with you to any meetings with the designated responsible whistleblowing individuals/independent external parties.

### 3.6. Conducting a formal investigation

3.6.1. Unless the matter is relatively minor and can be dealt with informally, one of the following designated responsible whistleblowing individual(s)/party(parties) should arrange for an investigation to be completed as swiftly as possible (in order of priority):

- EYF CFO (Liz Crossley)
- EYF CEO (Lynne Peabody)
- EYF Trustee/Interim Chair of the Audit & Risk Committee (Erol Mustafa)
- Independent external party ([The Charity Commission](#) or [Protect](#))

3.6.2. The investigation will be carried out by an impartial 'Investigating Manager' who will ensure that it is demonstrably thorough and impartial.

3.6.3. The scope of the investigation will be determined by the nature of the concern. Witnesses may need to be interviewed and records may need to be scrutinised. It is also possible that advice may be needed from someone with specialist knowledge in Human Resources.

### 3.7. Outcome of the formal investigation

3.7.1. Once the investigation is complete, a report will be produced summarising the nature of the concern, the investigation process and the outcome, including specific recommendations. Measures will be taken to preserve the anonymity of the person who raised the concern if this has been his/her wish.

3.7.2. If the concern raised is not upheld, this should be made clear.

3.7.3. If the concern is upheld and the person(s) who the claim was raised about is found to have been culpable or remiss in some way, the report's recommendations should be carried out using a clear plan of action. The plan may include the use of disciplinary action, training, coaching, counselling or the implementation of new policies or procedures for the whole workforce.

3.7.4. If it becomes apparent during the course of the investigation that a criminal offence may have been committed, the police will be informed. The EYF investigation may have to be suspended on police advice, if they decide that they need to become involved.

3.7.5. The person who raised the concern will, subject to legal and confidentiality constraints be informed whether their concern has been upheld or not, and of any general actions taken as a result but not the details of any disciplinary action. They may also be offered support if appropriate. If they are dissatisfied with the outcome of the whistleblowing report, they may request a review of the decision by writing to the Chair of the Audit & Risk Committee. If they still remain dissatisfied, they may escalate the concern to an external prescribed person, such as the Charity Commission or Protect.

- 3.7.6. If the concern is unfounded and the person who raised it is found, through the process of investigation, to have acted maliciously or out of a desire for personal gain, disciplinary action may be considered against him/her.

## 4. Monitoring

- 4.1. The EY Foundation will maintain a Register of Allegations raised and the processes adopted for their investigation and resolution.
- 4.2. The CFO will report quarterly to the Audit and Risk Committee on any whistleblowing allegations made during the period.
- 4.3. The statutory period for retaining whistleblowing documentation is 6 months following the outcome or investigation. If the report is unsubstantiated then any personal information will be deleted immediately.

## 5. Further Information

### EY Foundation Contact Details:

The EY Foundation  
1 More London Place  
London  
SE1 2AF  
United Kingdom

Telephone: +44 (0)207 951 3133

Email: [concerns@eyfoundation.ey.com](mailto:concerns@eyfoundation.ey.com)

The policy is available in alternative formats or languages if needed,

### Designated responsible whistleblowing individuals/parties (in order of priority):

- 1) EY Foundation CFO (Liz Crossley): [Liz.Crossley@eyfoundation.ey.com](mailto:Liz.Crossley@eyfoundation.ey.com)
- 2) EY Foundation Chief Executive (Lynne Peabody): [lpeabody@eyfoundation.ey.com](mailto:lpeabody@eyfoundation.ey.com) / +44 20 7951 5803
- 3) EYF Trustee and Interim Chair of Audit & Risk Committee (Erol Mustafa): [emustafa@uk.ey.com](mailto:emustafa@uk.ey.com)
- 4) Independent external parties
  - a) Charity Commission - [Report a serious wrongdoing](#)
    - i) Whistleblowing email: [whistleblowing@charitycommission.gov.uk](mailto:whistleblowing@charitycommission.gov.uk)
  - b) [Protect - Whistleblowing charity](#)
    - i) Confidential Advice Line: 020 3117 2520
    - ii) [Whistleblowing contact form](#)

NB: Training for these contacts will have been provided where necessary.

### Resources for EY Foundation staff only:

*Option 1:* Further advice for direct EYF employees can be obtained from EY HR ext. 65555

*Option 2:* EYF employees can also find out further information on the [EY EthicsPoint website](#)