



www.elmazproductions.com
elmazproductions@gmail.com

Whistleblowing Policy

Our commitment

We always aim to conduct ourselves ethically, and with honesty and integrity. We expect the same high standards from all of our people - company directors, team members and volunteers.

We do, however, recognise that there may be occasions when we - or our people - do not get this right. In these instances, you may feel that you need to raise your genuine and serious concerns through this whistleblowing policy.

What is whistleblowing?

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation. Raising a concern is known as 'blowing the whistle' and is a vital process for identifying risks to people's safety.

Disclosure

A disclosure must be about something that affects the general public, like:

- A criminal offence has been committed, is being committed or is likely to be committed
- An legal obligation has been breached
- There has been a miscarriage of justice
- The health or safety of any individual has been endangered
- The environment has been damaged
- Information about any of the above has been concealed

This is set out in the [Public Interest Disclosure Act 1998](#). The Act applies to England, Scotland and Wales.

You can find out more about whistleblowing on the GOV.uk website.

Who should I raise it with?

The company directors of Elmaz Productions in the first instance.

In some circumstances where it would be inappropriate for you to do this, we advise that you follow the Government website advice.

ELMAZ PRODUCTIONS LTD

Registered Company: 13346673
124 City Road, London EC1V 2NX



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If you have any concerns about a child or young person you should raise this with our Designated Safeguarding Lead, Eleanor Lee in the first instance.

Alternatively, for any whistleblowing advice, please contact:

www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/

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