



# **Flying Fish Seafoods**

## **Sustainability, Environmental and Ethical Policy**

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## 1. Company Principles

Here at Flying Fish Seafoods we have a proud commitment to deliver high quality fish to our customers in various hospitality establishments across the country.

**Flying Fish Seafoods Mission Statement:**

**“An exclusive seafood purveyor, providing a bespoke approach to inspire chefs”**

Flying Fish Seafoods are proud to say that we are the only company within the country to have this statement.

We're so lucky to have the richest and most varied fish and shellfish stocks in the UK, if not the world, right here on our doorstep.

So, day after day, night after night, week after week, we use our specialist local knowledge, skill and hard graft to bring beautiful fish from the ship to restaurant in 48 hours, or less.

Today more than ever this means using sustainably sourced products that come from suppliers, fisherman and producers with high standards of Animal welfare. We are fully committed to supporting the 'Cornwall's Good Seafood Guide'.

At the same time, we have a responsibility to our environment by ensuring that resources used in the preparation and packing are sustainably sourced, effectively used and sustainability disposed.

We have created a sustainability and ethnical philosophy that embraces key elements of sustainability and ethnics that our suppliers, customers and employees fulfil or working towards.

The philosophy is a living document.

As the business moves forward, we will update periodically as best practice and evidence most suited to our circumstances and development of this journey.

We will be active in our local community through schools, business and charities along with being an associate member of the Royal Academy of Culinary Arts.

Our anti-slavery and human rights sustainability policy is communicated to all our staff.

Staff training, induction and buddy systems are implemented to ensure that the management of employees has a 'zero tolerance' to acts of anti-slavery and human trafficking.

Environmental sustainability policy supports our commitment to reducing our environmental impact and improving our environmental performance. As part of our business strategy and operating methods we encourage customers, suppliers, staff to do the same.

#### **FLYINGFISH SEAFOODS IS COMMITTED TO:**

- Doing our best to source sustainable fish;
- Advise and steer our customers towards purchasing the most sustainable fish;
- We aim to source locally from dayboats;
- Operating in an environmentally sustainable manner and minimise the environmental impact of our operations, including on climate change;
- Wherever practical, extend the economic useful lives of our buildings through changes of use and reconfiguration;
- Comply with all legal and regulatory requirements and where feasible, exceed minimum compliance;
- Establish annual targets and encourage continual improvement in environmental performance;
- Engage with advisors, suppliers, stakeholders and customers to disseminate the sites corporate responsibility policies and requirements;
- Invest in our local community and community projects;
- Conduct our business with integrity and in an open and ethical manner and require the same standards throughout our supply chain;
- Invest in the welfare and development of our employees.

**We seek to achieve this through our policies which are set out below**

#### **FLYING FISH SEAFOODS CONDUCTS ITS BUSINESS WITH INTEGRITY AND ENCOURAGES ITS DIRECTORS, EMPLOYEES, STAKEHOLDERS AND SUPPLIERS TO:**

- Be honest, open, transparent, helpful and polite;
- Obey all relevant laws and regulations;
- Be prepared to admit and correct mistakes without delay and encourage 'whistle blowing' (Appendix 2) by employees;
- Have a zero-tolerance approach to modern slavery (Appendix 1)
- Declare any potential conflicts of interest that may compromise business dealings;
- Not give or receive illegal or inappropriate inducements in order to retain or bestow business or financial advantages or provide facilitation payments to promote business advantage;
- At all times promote the ethical conduct of business.

We do not have affiliation to any political party nor is it the sites policy to make political donations.

We encourage our supply chain to also adopt the policy.

## **2. Environmental Policy**

Flying Fish Seafoods recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. We will encourage customers, suppliers and other stakeholders to do the same.

It is our objective to operate with, and to maintain good relations with all regulatory bodies, and to carry out all measures reasonably practicable in order to continually improve our environmental performance.

We commit to:

- Assess and regularly re-assess the environmental effects of our equipment, plant and operations
- Adhere to all relevant regulations concerning waste and environmental well-being
- Ensure that all supplier and sub-contracted operations are in-line with this policy, and that they are aware of their respective responsibilities in the environment
- Train all employees in environmental issues and raise awareness and actively promote the establishment of a clean and healthy environment
- Minimise the production of waste and material wastage.
- Minimise energy wastage by promoting the efficient use of energy, water and other resources
- Reduce and/or limit the production of pollutants to water, land and air. All waste will be disposed of under controlled conditions when re-cycling and/or the re-use of the materials is not an available option
- Control noise emissions from operations
- Minimise risk to the general public and employees from Organisation operations and activities
- Reduce the sites carbon foot within our transportation operation
- Using recyclable office supplies, where possible
- Sourcing and using environmentally friending cleaning materials
- Use environmentally friendly gas within the site refrigeration systems

Our commitment to the above environmental objectives is reinforced by our setting of measurable targets and objectives to reduce our environmental impact. We are regularly assessing our performance against these objectives.

Over the next 1-2 years the site aims to achieve the following objectives:

- Review and improve on the amount of recycling which takes place within the business
- Reduce waste year on year
- Favour 'green' vehicles and maintain them rigorously to ensure ongoing efficiency.
- Log and reduce our carbon foot print
- Reduce packaging as much as possible.
- Aim to source biodegradable cleaning products
- Seek alternative packaging
- Invest in an electric forklift
- Maintain the site accreditations such as SALSA (Food Safety), ISO 9001 (Quality Management) and ISO 14001 (Environmental Management)
- Track, trend and reduce single use items across the site
- Move towards becoming a paperless site

This policy is communicated to all employees, suppliers and sub-contractors and is made available to any interested parties on request as well as being published on our Company Noticeboard. All personnel understand their obligations under this policy statement, and abide with the principals and its contents.

We will constantly monitor and review our environmental performance and this Environmental Policy in order to ensure its continuing suitability, and will implement improvements whenever appropriate.

### **3. Social Responsibility Policy**

Flying Fish Seafoods are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

#### **Who we are and what we do:**

Flying Fish Seafoods is a small business situated in Cornwall. The business was founded in 2006 by Mr John Godden, who now not only owns the business but also spend his days managing the day-to-day business needs.

The factory products are sold directly to customers or to wholesalers, the service sector and processors who sell direct to the public or the catering trade.

On average the site employees 120 to 130 staff, this varies depending on available work and seasons.

The factory is situated in units around an old school building on the outskirts of a small village. The surrounding area consists of other small businesses (based within industrial estates) and neighbouring houses.

#### **Looking after Employees**

We aim to create a workplace that encourages diversity and equal opportunities for all. We actively encourage professional and personal development through our training programme and support employee health and wellbeing.

To retain loyal and productive staff, we provide and maintain a good working environment.

This is achieved by:

- Ensuring that the Modern Slavery Act 2015 is adhered to
- Having robust health and safety policies, procedures and training in place.
- Staff training, appraisals and personal development are reviewed on a regular basis.
- Clear communicate with staff.
- Ensuring that all staff are paid correctly and on time, and that wages meet/exceed the National Minimum/ Living Wage.
- All HR issues are dealt with appropriately
- Offering staff full access to Simply Health to ensure good wellbeing
- Having a staff suggestion scheme
- Having staff culture surveys
- Electrical vehicle charging points for staff
- Concessionary price for staff sales
- Free fruit
- Reduced cost sports massage & soft tissue therapy with Mike Thiele (50% subsidized by the company)

## ***Health and Safety Policy available on request***

### **Looking after Customers**

It is important to Flying Fish Seafoods that we look after our customers, so that they have a positive and lasting impression of our business.

To enable customer satisfaction, we ensure:

- That all product that leaves site are to a high standard and to customer specification
- That all product is kept at a low temperature during delivery
- Are committed to have clear, precise and direct communication with our customers
- We will review customer satisfaction surveys and implement any action points that maybe occur

### **Suppliers' Standards**

It is vital to the Flying Fish that we only use good suppliers and maintain a good working relationship with them. This is achieved by ensuring that:

- All suppliers are approved using the guidance set out in the site supplier approval procedure.
- The site is committed to ensuring all suppliers are paid in the correct manner and on time
- Where possible, the company will source locally and/or sustainably
- We are committed to having clear communication with our suppliers

### **Protecting the Environment**

It is important to Flying Fish Seafoods that we commit to reducing the environment impact that our business activities may have. These are all detailed in the sites environmental policy.

We strongly encourage all our staff to participate in helping and/reporting any environmental issues.

It is the responsibility of the Managing Director to ensure everything within this policy is implement to the correct standard and reviewed on an annual basis.



## 4. Human Sustainability Policy

Flying Fish Seafoods purpose is to reimagine energy for people and our planet. That means more than just producing the energy the world needs. It means doing so in ways that improve people's lives. For the communities where we live and work, and everyone who works for and with us.

Our human rights policy demands we aim high. And by being transparent about what we expect and require of our staff, we hope to earn society's trust. We strongly believe in and respect the rights of our staff and our neighbours and we won't stand for anything less.

There are many ways in which human rights issues might be associated with our activities, including impacts on people's livelihoods, access to water, land and resources, workforce rights – including modern slavery. Our actions and operations can also bring about major benefits and improvements to individuals, communities and society.

Flying Fish want to contribute to sustainable development and are working to do more to support the delivery of the Sustainable Development Goals.

### **Commitment**

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect recognised human rights.
- We recognise our responsibility to respect human rights and avoid complicity in human rights abuses.
- Consistent with our commitment, we respect freedom of association and collective bargaining. We support the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.
- We deliver decent work, quality jobs and supports the livelihoods of local communities.
- To deliver our purpose we must continue to work to a consistent and high set of standards. There will be instances where we won't get it right, and we will need the support and challenge of others to help us make a positive, and sustainable difference to people's lives.
- We treat everyone who works for Flying Fish Seafoods fairly and without discrimination. Our employees, agency staff, suppliers and contractors are entitled to work in an environment and under conditions that respect their rights and dignity.
- We will abide by applicable domestic laws concerning non-interference in our workers' right to form or join a trade union or to bargain collectively, as well as their right not to do so. Where our employees wish to be represented by trade unions or works councils, we will co-operate in good faith with the bodies that our employees collectively choose to represent them. In situations where

freedom of association is restricted or prohibited by law, we will be open to and supportive of alternative means of worker representation and engagement.

- We respect the human rights of people in communities that may be affected by our activities.
- We seek to make agreements with our suppliers that require them to respect and recognised human rights in their work for Flying Fish Seafoods.

### **Delivery**

We will meet our responsibility to respect human rights by implementing principles into the internal processes, policies or guidance that support our business activities. This includes: training; conducting human rights due diligence. By doing this, we aim to enable our businesses to identify potential impacts on the rights of individuals in local communities and workers affected by our activities.

### ***The rights of our workforce***

Respect for our employees' human rights is integral to our recruitment, management and diversity and inclusion processes.

### ***Human rights and communities***

Where people in local communities may be affected by our activities, we seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.

### ***Water***

We respect the rights to water and sanitation for people who could potentially be affected by our activities, including our employees, contractors and neighbouring communities. The availability of water in areas where we work varies greatly, so we consider local conditions, such as water stress and scarcity, in order to understand and mitigate our impacts. We first seek to avoid any impacts and, if not feasible, we adopt mitigation measures that remedy the impact.

### ***The rights of indigenous peoples.***

We respect the rights of indigenous peoples (IPs) and, where they may be affected by our business activities, our approach and actions aim to be consistent with the principles set out and recognizes that it is important that we identify and consult with IPs, seeking to apply the principles of free, prior and informed consent (FPIC) where practical, ideally prior to the commencement of activities.

### ***Assessment of human rights impacts***

We work to embed human rights into environmental and social impact assessments, or undertake independent assessments of potential adverse human rights impacts, as appropriate. In identifying, assessing and addressing the human rights impacts of our operations and relationships, we will consult with those who may be affected.

We conduct assessments of the risk of modern slavery and human trafficking, both for our own business activities and certain activities of our contractors and suppliers, focusing our efforts where we believe risks to the rights of our workforce are higher.

### ***Grievance mechanisms and remediation***

We seek to make grievance mechanisms available to our workforce and local communities.

In line with this policy and the requirements of our code of conduct, our grievance mechanisms include recording and reporting of grievances raised, including in relation to human rights, and actions taken to address them.

As a business, we value open societies, characterised by the rule of law, good governance and respect for civic freedoms. In respect of our activities, we will not tolerate or contribute to attacks, or physical or legal threats, against those safely and lawfully exercising their human right to freedom of expression, peaceful protest or assembly, including where they are acting as human rights defenders, or against workers seeking to exercise their right to freedom of association.

### **Governance**

This policy applies to every employee at Flying Fish Seafoods

We know that, through the conduct of our activities, the business can have direct adverse impacts on human rights. For this reason, we want to work with suppliers that share our commitments to human rights, safety and ethics and compliance.

We will make sure that our communication with governments, regulatory bodies and public authorities is consistent with our human rights commitments.

It is the responsibility of the sites management team to ensure human rights are not breached

## **APPENDIX 1 – Anti-slavery and Human Trafficking Policy**

### **1. Policy statement**

- 1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.2 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.
- 1.3 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 1.4 This policy does not form part of any employee's contract of employment and we may amend it at any time.

### **2. Responsibility for the policy**

- 2.1 The Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 The General Manager has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- 2.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.
- 2.4 You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the General Manager.

### **3. Compliance with the policy**

- 3.1 You must ensure that you read, understand and comply with this policy.

- 3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 3.3 You must notify the General Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- 3.4 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 3.5 If you believe or suspect a breach of this policy has occurred or that it may occur you must report it in accordance with our Whistleblowing Policy as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, we may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.
- 3.6 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the General Manager.
- 3.7 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found within our Staff Handbook.

#### **4. Communication and awareness of this policy**

- 4.1 Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.
- 4.2 Our zero-tolerance approach to modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

#### **5. Breaches of this policy**

- 5.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 5.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

*Our Anti-slavery and Human Trafficking policy are adopted by the Director and Human Resources and is communicated to all our employees as part of the Staff induction training.*

*The Director is fully committed to its implementation and ensures that its management and employees are aware of its 'zero tolerance' to acts of Anti-slavery and Human Trafficking.*

## APPENDIX 2 – Whistleblowing Policy

### 1. About this policy

- 5.3 We are committed to conducting our business with honesty and integrity, and we expect all staff to maintain high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring and to address them when they do occur.
- 5.4 The aims of this policy are:
- (a) To encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
  - (b) To provide staff with guidance as to how to raise those concerns.
  - (c) To reassure staff that they should be able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.
- 5.5 This policy covers all employees, officers, consultants, contractors, casual workers and agency workers.
- 5.6 This policy does not form part of any employee's contract of employment and we may amend it at any time.

### 2. Personnel responsible for the policy

- a. The Director has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.
- b. The Whistleblowing Officer has day-to-day operational responsibility for this policy, and must ensure that all managers and other staff who may deal with concerns or investigations under this policy receive regular and appropriate training.
- c. The Whistleblowing Officer, in conjunction with the Director should review this policy from a legal and operational perspective at least once a year.
- d. All staff are responsible for the success of this policy and should ensure that they use it to disclose any suspected danger or wrongdoing. Staff are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Whistleblowing Officer.

### 3. What is whistleblowing?

- a. **Whistleblowing** is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:

- i. criminal activity;
  - ii. failure to comply with any legal or professional obligation or regulatory requirements;
  - iii. miscarriages of justice;
  - iv. danger to health and safety;
  - v. damage to the environment;
  - vi. financial fraud or mismanagement;
  - vii. breach of our internal policies and procedures;
  - viii. conduct likely to damage our reputation or financial wellbeing;
  - ix. unauthorised disclosure of confidential information;
  - x. negligence;
  - xi. the deliberate concealment of any of the above matters.
- b. A **whistleblower** is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a **whistleblowing concern**) you should report it under this policy.
- c. This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases, you should use the Grievance Procedure.
- d. If you are uncertain whether something is within the scope of this policy you should seek advice from the Whistleblowing Officer, whose contact details are at the end of this policy.

#### 4. Raising a whistleblowing concern

- a. We hope that in many cases you will be able to raise any concerns with your line manager. You may tell them in person or put the matter in writing if you prefer. They may be able to agree a way of resolving your concern quickly and effectively. In some cases they may refer the matter to the Whistleblowing Officer.
- b. However, where the matter is more serious, or you feel that your line manager has not addressed your concern, or you prefer not to raise it with them for any reason, you should contact the Whistleblowing Officer, Matthew Eggins. Contact details are set out at the end of this policy.
- c. We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.
- d. We will take down a written summary of your concern and provide you with a copy after the meeting. We will also aim to give you an indication of how we propose to deal with the matter.



## **5. Confidentiality**

- a. We hope that staff will feel able to voice whistleblowing concerns openly under this policy. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating your concern to know your identity, we will discuss this with you.
- b. We do not encourage staff to make disclosures anonymously. Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible. Whistleblowers who are concerned about possible reprisals if their identity is revealed should come forward to the Whistleblowing Officer and appropriate measures can then be taken to preserve confidentiality. If you are in any doubt you can seek advice from our confidential counselling hotline or Protect, the independent whistleblowing charity, who offer a confidential helpline. Their contact details are at the end of this policy.

## **6. Investigation and outcome**

- a. Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information.
- b. In some cases we may appoint an investigator or team of investigators including staff with relevant experience of investigations or specialist knowledge of the subject matter. The investigator(s) may make recommendations for change to enable us to minimise the risk of future wrongdoing.
- c. We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.
- d. If we conclude that a whistleblower has made false allegations maliciously, the whistleblower will be subject to disciplinary action.

## **7. If you are not satisfied**

- a. While we cannot always guarantee the outcome you are seeking, we will try to deal with your concern fairly and in an appropriate way. By using this policy, you can help us to achieve this.
- b. If you are not happy with the way in which your concern has been handled, you can raise it with the Director or our external auditors. Contact details are set out at the end of this policy.

## 8. External disclosures

- a. The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.
- b. The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. It will very rarely if ever be appropriate to alert the media. We strongly encourage you to seek advice before reporting a concern to anyone external. The independent whistleblowing charity, Protect, operates a confidential helpline. They also have a list of prescribed regulators for reporting certain types of concern. Their contact details are at the end of this policy.
- c. Whistleblowing concerns usually relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a customer, supplier or service provider. In some circumstances the law will protect you if you raise the matter with the third party directly. However, we encourage you to report such concerns internally first. You should contact your line manager for guidance.

## 9. Protection and support for whistleblowers

- a. It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff who raise genuine concerns under this policy, even if they turn out to be mistaken.
- b. Whistleblowers must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Whistleblowing Officer immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.
- c. You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.
- d. A confidential support and counselling hotline is available to whistleblowers who raise concerns under this policy. Their contact details are set out at the end of this policy.

*Our Whistleblowing Policy is reviewed annually and expands on the commitment to encourage the reporting of inappropriate business behaviour.*

## 10. Contacts

<b>Whistleblowing Officer</b>	Matthew Eggins Tel: 01726 932901 Email: matt@flyingfishseafoods.co.uk
<b>Director</b>	John Godden Tel: 07967 249180 Email: johnny@flyingfishseafoods.co.uk
<b>Flying Fish Seafood's External HR Support</b>	Ruth Harvey Tel: 01872 306100 Email: ruthmharvey@yahoo.co.uk
<b>Confidential counselling hotline (Employee Assistance Programme)</b>	Simply Health Tel: 0370 908 3481 Email: corporatehealth@simplyhealth.co.uk
<b>Protect (Independent whistleblowing charity)</b>	Helpline: 0203 117 2520 Email: whistle@pcaw.co.uk Website: www.pcaw.co.uk

### Policy Sign Off

Signed by:

Managing Director: Johnny Godden

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