



Whistle Blowing Policy

Date: 16/07/2025

1. Purpose

This policy is intended to encourage and enable employees and others working with MVR Rivermount to raise serious concerns internally, so that they can be addressed and resolved. It is in place to protect whistleblowers and to promote ethical conduct throughout the organisation.

2. Scope

This policy applies to all employees, workers, contractors, suppliers, and other stakeholders associated with MVR Rivermount Construction Ltd

3. What is Whistleblowing?

Whistleblowing is when a person reports suspected wrongdoing or dangers in relation to our activities. This may include:

- Criminal offences (e.g., fraud, theft)
- Health and safety risks
- Environmental damage
- Bribery or corruption
- Breach of legal or professional obligations
- Unethical behaviour or misconduct

4. Reporting a Concern

If you have a genuine concern, please report it as soon as possible. You can:

- Speak directly to your line manager or supervisor
- Contact the Director:

Name: Madankumar Yeligar

Email: madan@mvrrivermount.co.uk

We encourage openness and will support anyone who raises genuine concerns, even if they turn out to be mistaken.

5. Confidentiality

Reports will be handled in the strictest confidence. You may also choose to report anonymously. Your identity will not be disclosed without your consent, unless required by law.



6. Protection for Whistleblowers

MVR Rivermount will not tolerate any form of victimisation or retaliation against individuals who raise concerns in good faith. Any such behaviour will be treated as a disciplinary offence.

7. How We Will Respond

- We will acknowledge your concern within 5 working days
- We will investigate the matter promptly
- You will be informed of the outcome, unless there are legal reasons not to

8. External Reporting

If you are not satisfied with how your concern has been handled, or if you believe the matter is very serious, you can also report it to external bodies such as:

- Health and Safety Executive (HSE)
- Environment Agency
- HMRC
- The police (for criminal matters)

9. Review and Monitoring

This policy is reviewed annually and updated as needed to ensure its effectiveness and compliance with relevant laws.

Madankumar Yeligar

Director

MVR Rivermount Construction Ltd