



Whistleblowing and Speak Up Policy

Falcon Stars Group Ltd

Owner: Managing Director

Effective: 2 October 2026

Next review: 2 October 2027

Purpose and scope

Falcon Stars Group Ltd encourages people to report suspected wrongdoing affecting its business or supply chain. Workers, contractors, suppliers and other relevant people may speak up about matters such as fraud, bribery, exploitation, unsafe products, serious health and safety risks, legal breaches or concealment of wrongdoing.

How to raise a concern

Contact the Managing Director at adnan@falconstars.co.uk. Describe what happened, when and where, the people or organisations involved, any available evidence and any immediate risk. Do not obtain information unlawfully or put yourself at risk. Anonymous concerns will be considered where sufficient information is provided, although anonymity may limit investigation and feedback.

Protection and confidentiality

We will not tolerate retaliation or disadvantage for raising a genuine concern, even if it is not substantiated. We will handle information as confidentially as reasonably possible and restrict access to those who need it. Absolute confidentiality cannot be guaranteed where disclosure is necessary for a fair investigation, safeguarding or legal duties.

Assessment and follow-up

The Managing Director will record and assess concerns promptly, prioritise urgent risks and arrange proportionate investigation or independent advice. Where contact details are available, we will acknowledge the concern and provide appropriate updates, subject to confidentiality and legal restrictions. Findings, decisions and corrective actions will be recorded securely and used to improve controls.

External reporting and other complaints

You do not have to report internally before seeking independent advice or making a lawful external disclosure. If the concern involves the Managing Director, or internal reporting is unsuitable, consider an appropriate regulator, prescribed person or independent legal adviser. GOV.UK provides current whistleblowing guidance and the list of prescribed bodies. Statutory whistleblowing protection depends on the person, disclosure and legal conditions, including public interest; this policy does not limit those rights. Personal employment grievances and routine customer complaints usually follow their relevant routes, unless wider wrongdoing is involved. Call emergency services where there is immediate danger.

Document control

Related documents: Modern Slavery Grievance and Reporting Procedure; PR-007; Customer Complaints Policy.

The Managing Director will review this policy at least annually and following significant changes or relevant incidents. Initial issue: Version 1.0, 2 October 2026.

Approved on behalf of Falcon Stars Group Ltd Adnan Aslam | Managing Director | 2 October 2026