

# Whistleblowing Policy Summary

At Jet2, we are committed to maintaining the highest standards of honesty, integrity, and ethical conduct. Our Whistleblowing Policy ensures that all colleagues can raise concerns about wrongdoing or misconduct in a safe, confidential, and supportive environment.

## Purpose of the Policy

- Encourage reporting of suspected wrongdoing or misconduct.
- Ensure concerns are taken seriously and investigated appropriately.
- Protect whistleblowers from retaliation or disadvantage.
- Prevent malicious or false allegations.

## What Should Be Reported?

Colleagues should report concerns that may involve:

- Criminal offences or activities.
- Non-compliance with legal, professional, or regulatory obligations and requirements.
- Health and safety risks.
- Environmental violations
- Corruption, bribery, or inappropriate supplier relationships
- Fraud, financial irregularities, or false accounting
- Miscarriages of justice
- Concealment of any of the above
- Harassment, bullying or victimisation (where unable to resolve internally or through the Grievance Procedure)

## How to Raise a Concern

1. **Internally:** Speak to your line manager or HR Business Partner.

2. **Confidentially via Safecall:**

**Phone:** 0800 915 1571 (24/7 Freephone)

**Email:** jet2@safecall.co.uk

**Online:** www.safecall.co.uk/report

Safecall guarantees confidentiality and, if requested, anonymity.

## Protection for Whistleblowers

- Jet2 supports colleagues who raise genuine concerns in the public interest - even if mistaken.
- Victimisation or retaliation against whistleblowers is a disciplinary offence.

## What Happens Next?

- The Company will assess the concern and determine whether further investigation is needed.
- Investigations may be handled internally or referred externally.
- Whistleblowers are encouraged to provide as much detail as possible to support a thorough review.

## Need Advice?

Contact your HR Business Partner or seek free, confidential advice from:

Public Concern at Work

0207 404 6609

helpline@pcaw.org.uk