



## **PUNDARIKA UK**

### **Whistleblowing Policy**

#### **1. Purpose**

This policy enables trustees, volunteers, helpers, or retreat staff to raise concerns about any wrongdoing within Pundarika UK without fear of reprisal.

It applies to concerns such as:

- fraud or financial mismanagement,
- misuse of charitable funds,
- criminal activity,
- safeguarding failures,
- serious breaches of charity policies,
- actions that could seriously harm the charity's beneficiaries or reputation.

#### **2. Raising a Concern**

Concerns may be raised confidentially with:

- The Chair of Trustees, or
- Any Trustee, if the concern involves the Chair.

Safeguarding concerns should follow the Safeguarding Policy.

#### **3. How We Respond**

- The concern will be acknowledged within 7 days.
- A trustee (or small subgroup of trustees) will conduct a confidential review.
- Where necessary, the issue may be escalated to external authorities (e.g., police, Charity Commission).
- Whistleblowers will be kept informed of the process and outcome as far as possible.

#### **4. Protection from Retaliation**

Pundarika UK does not tolerate victimisation, harassment, or negative consequences for anyone who raises a concern in good faith.

#### **5. Confidentiality**

All concerns are treated sensitively. Identities will only be shared if required by law or if needed for a fair investigation.



## **6. Malicious Reporting**

Raising concerns in bad faith is a breach of trust. Such cases will be addressed by the trustees.

## **7. Review**

This policy is reviewed every three years and updated if necessary.