



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.