



Whistleblowing Policy

Risk Owner	Global People Director
Approver	International Board (with delegated authority to the Audit and Finance Committee)
Review Date	March 2027

1. Purpose and objectives of policy

This policy:

Provides a framework to enable and encourage employees to raise genuine concerns about possible wrongdoing at work without fear of reprisal and to reassure employees that such matters will be dealt with seriously and effectively by World Animal Protection.

It does not form part of an employees' terms and conditions of employment and may be subject to change in consultation with our recognised or agreed employee representative bodies.

Scope of policy:

- It applies to all employees, agency workers, consultants, self-employed contractors, volunteers, suppliers, donors and trustees of World Animal Protection and its branches. Subsidiary boards are expected to adopt the key principles where possible and ensure they comply with their governance documents and local corporate law/regulations.
- It is acknowledged that Affiliates will have their own robust risk management frameworks monitored by their respective independent boards and regulators. However, they are welcome to adopt this policy in part or whole.
- This policy only applies to concerns that have a public interest aspect to them. It does not cover individual grievances or complaints about employment. Individuals should use the Dispute Resolution Policy & Procedure to address such concerns.

2. Whistleblowing Policy Statement

We aim for the highest standards of openness, decency, integrity and accountability in our work. We want to encourage everyone who works with or for World Animal Protection who have serious concerns about any aspect of our work to come forward and voice these concerns by using this policy.

Principles:

- Individuals who make a protected disclosure in good faith will not be dismissed, subjected to any detriment or victimised because they have made a disclosure.
- Employees who make malicious accusations under this policy i.e. those which are not true, may be subject to disciplinary action. Where non-employees make malicious accusations under this policy their ongoing relationship with World Animal Protection will be re-assessed.
- No employee will suffer discrimination in the application of this policy and procedure on prohibited grounds e.g. on the grounds of sex, race, disability, age, sexual orientation, gender reassignment, part-time worker status, religion or belief, marriage or civil partnership status, pregnancy or trade union activities.

3. Values and behaviours

At World Animal Protection everything we do is guided by our values and behaviours and these form part of this Whistleblowing Policy by shaping and influencing our decision-making processes. They are:

- Global – We make decisions and act with a global mindset.
- Diverse and Inclusive – We actively encourage and promote diversity, ensure all voices are heard and are committed to equal opportunities for all.
- Collaborative – We work together and co-create to achieve change at scale.
- Agile – We make change happen in a fast-moving world.
- Growing People – We continually learn and develop.
- Accountable – We are role models. We take responsibility for our actions and encourage others to do the same.
- Courageous – We push boundaries, take risks and set ambitious targets.

4. Protection for Whistleblowers

We are committed to protecting individuals who make disclosures under this policy.

Any individual who retaliates against a whistleblower or in any way causes a whistleblower to suffer adverse employment consequences as a result of their report is subject to discipline up to and including termination of employment. Whistleblowers can report any instances of retaliation or adverse effects to whomever they have raised the original concerns with.

END