



Whistleblowing and Safeguarding

At GALVmed, it is essential that all team members, consultants and partners uphold the highest standards of conduct, integrity, and ethics while adhering to local laws and regulations.

We are committed to the prevention of all forms of abuse and responding to all safeguarding concerns or whistleblowing reports that come to our attention.

If an employee, partner, consultant, or stakeholder suspects that misconduct has occurred or is imminent, we encourage them to report their concerns without fear of retaliation, confident that they will be protected from victimization or dismissal.

What to report

Whistleblowing

Whistleblowing can be defined as raising a concern about a wrongdoing or danger or suspected wrongdoing or danger within an organisation that is in the public interest i.e. it must affect others (e.g. the public).

Concerns that can be reported on are in relation to:

- bribery, facilitation of tax evasion, fraud or other criminal offences;
- failure to comply with legal obligations (including negligence and breach of contract);
- miscarriage of justices;
- actions which could be damaging to the environment;
- actions which could be endangering an individual's health and safety; or
- a deliberate concealment of information relating to any of the above.
- Any other unethical, unsafe, or improper conduct

Safeguarding

Safeguarding means protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

Concerns that can be raised are in relation to the protection of children, at-risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with GALVmed.

How to report or raise a concern

Safeguarding, whistleblowing or fraud/corruption concerns can be reported via our confidential email: complaints@galvmed.org or call: +44 (0)131 445 6274.

Any person, whether connected to GALVmed or not can raise a concern, make a complaint to GALVmed about something they have experienced or witnessed without fear of retribution or report misconduct. Be advised that if insufficient information is provided this may affect our capacity to investigate the matter.

Protection

All reports are handled with strict confidentiality, and GALVmed prohibits any form of retaliation against individuals who report concerns in good faith. Our whistleblower and safeguarding protections ensure that individuals can speak up without fear of reprisal.

Your Role in Fostering an Ethical Culture

By reporting or raising concerns, you play a critical role in helping us build and maintain an ethical, safe, and compliant work environment. Thank you for your commitment to our values.

For further information about GALVmed's investigation process or advice you can contact the investigation team via complaints@galvmed.org.