

THE BARING FOUNDATION

POLICY FOR HANDLING CONCERNS ABOUT A GRANTHOLDER OR APPLICANT

The Foundation takes concerns about misuse of our funds or the safeguarding of individuals extremely seriously. We aim to develop relationships of trust and confidence with our grantholders and expect them to share our values, abide by our grant conditions and comply with relevant law and regulation.

This policy outlines how to report a concern and the action we will take. Anyone can raise a concern about a grantholder or applicant.

The Foundation will only consider concerns in relation to:

- ***alleged misuse of our funding or breaches of our grant conditions; and***
- ***the safeguarding of individuals.***

If you are concerned that a law has been broken you should consider raising the issue with the appropriate regulator or, in criminal matters, the police.

This is not a mechanism for reporting personal disputes or staff grievances against grantholders or applicants. These should be resolved through the internal procedures of the grantholder or applicant, except where there is a manifest failure of management or governance to address them in line with our values or grant conditions.

What to do if you are concerned about a grantholder or applicant

You should raise your concern in writing by email to baring.foundation@ing.com or by post to The Baring Foundation, 8-10 Moorgate, London, EC2R 6DA.

What we will do

- We will check that the concern raised is eligible for consideration under this policy.
- We will take concerns seriously and will keep our Board informed of concerns raised.
- We will acknowledge receipt of your concern by email within one week.
- We may be in contact for further information.
- We will respect any request you make for confidentiality or anonymity. However, this cannot be guaranteed, particularly if we refer the concern to an external authority, regulator or law enforcement.

Action taken by the Foundation in relation to a concern

Following the investigation of a concern, the Foundation will make a decision on any action required. Where appropriate, we will inform you of our decision and the action taken.

We reserve the right to refer concerns to an external authority, regulator or law enforcement and to discuss the concern with the grantholder or applicant (at all times respecting confidentiality or anonymity).