



AIB Group plc and Allied Irish Banks, p.l.c.

- **Report on Protected Disclosures received between 1 January and 31 December 2019**
- **Prepared by: Zelda Cunningham, Head of Speak Up**
- **Dated: 30 June 2020**

Section 22 of the Protected Disclosures Act 2014 requires public bodies¹ to publish an annual report, no later than 30 June in each year, relating to the immediately preceding year to include (i) the number of protected disclosures made to the public body; and (ii) the action (if any) taken in response to those protected disclosures.

‘Protected disclosures’ are where a worker discloses information in particular way that they reasonably believe tends to show wrongdoing, which they came across in connection with their work. The Protected Disclosures Act defines wrongdoing as the following:

that an offence has been, is being or is likely to be committed,	that a person has failed, is failing or is likely to fail to comply with any legal obligation
that a miscarriage of justice has occurred, is occurring or is likely to occur	that the health or safety of any individual has been, is being or is likely to be endangered
that the environment has been, is being or is likely to be damaged,	that an unlawful or otherwise improper use of funds or resources of a public body, or of other public money, has occurred, is occurring or is likely to occur,
that an act or omission by or on behalf of a public body is oppressive, discriminatory or grossly negligent or constitutes gross mismanagement	that information tending to show any a wrongdoing , is being or is likely to be concealed or destroyed.

Protected disclosures within AIB may be reported by workers through AIB’s Speak Up Policy, which is available at <https://aib.ie/sustainability>

No protected disclosures within the meaning of the Protected Disclosures Act 2014 were received by AIB in the reporting period – i.e. 1 January 2019 to 31 December 2019

¹ AIB is a public body for the purpose of the Protected Disclosures Act 2014 as the majority of its shares are held by a Minister of the Government