



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

- **Report on Protected Disclosures received between 1 January and 31 December 2021**
- **Prepared by: Una Brennan, Speak Up**
- **Dated: 31st May 2022**

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 and (iii) such other information relating to those protected disclosures and the action taken as may be requested by the Minister from time to time.

‘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, other than one arising under the worker’s contract of employment or other contract whereby the worker undertakes to do or perform personally any work or services
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, or	that information tending to show any matter falling within any of the preceding paragraphs has been, is being or is likely to be concealed or destroyed.

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

Protected disclosures within AIB may be reported by workers through AIB's Speak Up Policy, which is available [HERE](#).

During the reporting period i.e. 1 January 2021 to 31 December 2021, AIB received 8 (eight) reports of relevant wrongdoings within the meaning of the Protected Disclosures Act 2014.

6 (six) of the protected disclosures related to potential health and safety concerns. 5 (five) of these related to COVID-19, specifically raising concerns about safety measures in the working environment. AIB investigated the concerns. Our investigations concluded that no wrongdoing in the workplace occurred and that AIB had been following official government guidelines, and health and safety practices had been well communicated. 1 (one) related to health and safety concerns about a workplace. AIB investigated the concern and established that staff acted appropriately and took advice when making the decision to safely open the location. No wrongdoing in the workplace occurred.

2 (two) reports related to suspected offences. AIB investigated both concerns, and took appropriate action where required.