

An Post

Report under Section 22 of the Protected Disclosures Act 2014

Year Ended 31 December 2017

Background

The Protected Disclosures Act 2014 ('the Act') provides for the protection of employees from dismissal or other detriment suffered as a result of raising in good faith a concern regarding potential wrongdoing that has come to their attention in the workplace. The Act sets out a number of ways in which disclosures can be made. An Post has a detailed policy on Raising Matters of Concern which is available to all employees.

Each public body, including An Post, is required (under Section 22 of the Act) to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). This report must not result in persons making disclosures being identifiable. Reports are required to be issued no later than 30 June each year. This report covers the period 1 January 2017 to 31 December 2017.

Progress on 2016 Issues Forward

An Post noted in its report for the year ended 31 December 2016 that one protected disclosure received during that year remained under investigation as of the date of the report. This matter had already been investigated by the Company independent of the protected disclosure and an employee was dismissed based on the Company's investigation. The case was closed with no further action required.

Protected Disclosures Received in 2017

Five protected disclosures were received by An Post in the year ending 31 December 2017. Investigations into each of the disclosures received was commenced promptly following receipt and the matters reported have been notified to the Board Audit and Risk Committee in accordance with An Post's Protected Disclosure Policy.

- Four of the five cases were closed following investigation with the following outcomes:-
 - Three of these cases were unfounded and no action was therefore required.
 - The fourth case was closed following investigation and the minor action points arising from the investigation were completed.
- The fifth disclosure remains open and is under active investigation as of 30 June 2018.

Brian Fay

Company Secretary

29 June 2018