

An Post

Report under Section 22 of the Protected Disclosures Act 2014

Year Ended 31 December 2018

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 Protected Disclosures 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 2018 to 31 December 2018.

Progress on 2017 Issues Forward

An Post noted in its report for the year ended 31 December 2017 that one protected disclosure received during that year remained under investigation as of the date of the report. This matter remains under investigation as at 30 June 2019.

Protected Disclosures Received in 2018

Eight protected disclosures were received by An Post in the year ending 31 December 2018. 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.

- Seven cases were closed following investigation with the following outcomes:-
 - Six of these cases were closed and no action required.
 - In one case, steps had already been taken by management to address the issues raised independent of the protected disclosure.
- One case remains under active investigation.

Company Secretary

28 June 2019