

## Alison Sneddon

Senior Counsel

125 Wood Street  
London EC2V 7AN United Kingdom  
main: +44 20 3375 0330  
direct: +44 20 3907 0935  
fax: +44 20 3375 0332  
asneddon@littler.com



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## Focus Areas

Whistleblowing, Compliance and Investigations  
Financial Services

## Overview

Alison Sneddon practices both contentious and non-contentious employment matters for businesses. She advises across a range of matters, often with a cross-border element. These include senior exits, team moves, restrictive covenants, whistleblowing frameworks and investigations, complex grievance and disciplinary matters and staff reorganizations. Alison is particularly experienced advising HR teams and Executive/Remuneration Committees on the employment aspects of international financial services regulatory investigations such as compensation freezing/adjustment and Conduct Rule breach assessments.

Before joining GQ|Littler, Alison worked as in-house European Employment Counsel at the global financial services group Nomura, as an Associate for the leading global firm Linklaters and as an Employee Relations Advisor at RBS.

Alison has a keen interest in managing whistleblowing, conduct and culture matters within the workplace. She has a breadth of experience handling sensitive whistleblowing investigations, including within financial services regulatory frameworks. Alison was previously a member of Nomura's Speaking Up Committee responsible for overseeing investigations into employee concerns and reporting to the Whistleblowing Champion. Alison is a member of the whistleblowing charity, Protect's, Legal Support Network and the Employment Lawyers Association (ELA).

## Professional and Community Affiliations

- Member, Protect Whistleblowing Charity
- Member, Legal Support Network
- Member, Employment Lawyers Association (ELA)

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

**Scrapping the UK Banker Bonus Cap — What Next for Financial Services Pay?**

*Little Insight*

December 4, 2023

**UK: World Menopause Day 2023 - What Developments Have We Seen This Year?**

*Little Insight*

October 31, 2023

**The challenges of making menopause a protected characteristic**

*Personnel Today*

July 11, 2023

**Regulatory Roundup – Key Developments in UK Financial Services**

*Little ASAP*

June 30, 2023

**Ryanair chief pilot sacked over sexual harassment allegations**

*HR Magazine*

June 19, 2023

**A Deep Dive into Recent Pension Tax Changes in the UK**

*Little ASAP*

April 27, 2023

**How should employers react to the UK government's recent announcements around menopause?**

*Little Insight*

August 26, 2022

**Women's health, the workplace and 'big data' – what's the connection?**

*Personnel Today*

August 19, 2022

**Menstrual leave in the UK – a period of change?**

*Little Insight*

May 31, 2022

**European Whistleblowing Directive – Need to Know FAQs**

*Little Insight*

October 4, 2021

**Speaking Engagements**

**Why Employers Shouldn't Forget About Executive Compensation**

March 10, 2022

**International Women's Day – Supporting Women's Health in the Workplace**

March 8, 2022

**How to Comply with the New EU Whistleblowing Directive by the December 17 Deadline**

November 30, 2021

**Compensation in Financial Services: An International Perspective on Bonuses, Long-term Incentive Arrangements, and Rights on Termination**

November 2, 2021