

The Complete Compliance and Ethics Manual 2023 Appendix 3-N: Example Whistleblower System Policy Framework

- 1. Objectives of Whistleblowing Policy
- 2. Roles and Responsibilities
- 3. Increasing Awareness
- 4. Encouraging Employees and Other Relevant Parties to Speak-up
- 5. What to Report
- 1. Types of Concerns
- 2. Information to be Provided
- 6. Available Channels for Raising Concern
- 1. Internal Reporting Channels (Whistleblowing Hotline; Email; Line Manager)
- 2. External Reporting Channels

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