

WHEN YOU NEED TO BLOW THE WHISTLE

A QUICK GUIDE TO OBLIGATIONS AND RIGHTS OF EMPLOYERS, EMPLOYEES, CONTRACTORS, CUSTOMERS, AND SUPPLIERS.

In terms of South Africa's Protected Disclosures Act 2001, United Kingdom Public Interest Disclosure Act 1998 (PIDA) and international best practice:

- South Africa: The Protected Disclosures Act, 2000 (Act No. 26 of 2000), effective from 1 February 2017 and amended in 2001, sets out the rights and responsibilities of employers, employees, former employees, and contractors in relation to protected disclosures.
- United Kingdom: The Public Interest Disclosure Act 1998 (PIDA) establishes the rights and responsibilities of workers (including employees, agency staff, trainees, and certain contractors) and employers, ensuring whistleblowers are protected from dismissal or detriment.
- International best practice: Global governance standards such as the OECD Guidelines for Multinational Enterprises, the UN Global Compact, ISO 37002:2021 Whistleblowing Management Systems, and the EU Whistleblowing Directive generally set out the rights and responsibilities of employers, employees, contractors, suppliers, customers, and other stakeholders, emphasising transparency, protection from retaliation, and ethical accountability across jurisdictions.

OBLIGATION TO RAISE A FLAG

Whether as an employee, former employee, contractor, customer, or supplier, it is accepted and expected that all share a duty to act in the best interests of ethical business practice. International standards recognise this duty, and as a Group we encourage reporting any suspected or known unethical conduct.

HOW TO REPORT UNETHICAL BEHAVIOUR

Our Group, and companies in the Group, provides clear, accessible ways for any stakeholders, employees, customers, and suppliers to raise concerns.

- Currently the Group has a Whistle blowers' hotline and a compliance email.
Whistle blowers hotline no: +27 (0)21 702 8220
Compliance e-mail: compliance@sabias.co.za
- This reporting mechanisms can be anonymous and is available to all stakeholders, regardless of location.

MATTERS TO WHICH PROVISIONS APPLY

Whistleblowing applies to serious wrongdoing, including but not limited to:

- Potential or actual criminal offences
- Breach of legal obligations

- Miscarriage of justice
- Endangerment of health, safety, or the environment
- Unfair discrimination or unethical business practices
- Human trafficking, forced labour, and child labour

In practice, reporting anything unethical or unlawful is covered by either the PDA (South Africa), PIDA (United Kingdom), or equivalent protections as per recognised global governance standards.

CRITERIA FOR A DISCLOSURE TO BE PROTECTED

To qualify for protection, a disclosure must be:

- Made in good faith
- Reasonably believed to be true
- Not for personal gain
- Submitted through the correct procedure
- Directed to the appropriate authority or channel

THE RIGHT NOT TO SUFFER RETALIATION

Whistleblowers: whether employees, customers, or suppliers, have the right not to suffer retaliation.

Examples include:

- Harassment, intimidation, or disciplinary action
- Unilateral disadvantageous changes to contracts or terms
- Blacklisting or unfair treatment in business dealings
- Civil claims for breach of confidentiality

Any retaliation must be reported immediately on the whistle blower's hotline and or compliance e-mail.

THE RIGHT TO FEEDBACK

Whistleblowers have the right to know whether their disclosure is being investigated, why it may not be, and the outcome of any investigation (subject to legal limits).

- Anonymous reports limits feedback but will be thoroughly investigated.
- If contact detail is made available, timeous feedback will be given.
- Customers and suppliers, who leave contact details, will receive appropriate communication without compromising investigations.

THE OFFENCE OF FICTITIOUS REPORTING

Abusing whistleblowing systems by knowingly making false reports is a serious offence.

- Employees may face disciplinary action.
- Customers and suppliers may face termination of contracts or legal action.
- Where intentional harm is caused, fines or imprisonment may apply.