

Whistleblowing Policy

Caritas Singapore is committed to having an open and transparent culture with the highest standards of integrity, honesty, and accountability.

In keeping with this, our Whistleblowing Policy aims to provide a means through which volunteers, donors and the general public may, in good faith and without malice, raise legitimate concerns about any serious wrongdoing/malpractices. These concerns may include, in particular, corruption, fraud, inadequacy of controls and lapses in ethics of or in relation to Caritas Singapore and its operations, which may be detrimental to Caritas Singapore or public interest. This Whistleblowing Policy is not meant to address concerns or grievances of a personal nature, which should be communicated to Caritas Singapore separately.

Examples of areas of concern include:

- Impropriety, corruption, acts of fraud
- Theft and/or misuse of Caritas Singapore's properties, assets, or resources
- Conduct which is an offence or breach of law
- Serious conflict of interest without disclosure
- Immoral, illegal, or unethical conduct
- Any other serious improper conduct that may cause financial or non-financial loss to Caritas Singapore or damage its reputation
- Manifestation of intention to mislead, deceive, or fraudulently influence any internal or external auditor in connection with the preparation, examination, audit, or review of any financial statements or records of Caritas Singapore
- Concealing information about any of the above

Confidentiality of Identity

Every effort will be made to protect the whistleblower's identity, which shall remain confidential unless disclosure is required by law or considered necessary by Caritas Singapore. Unless disclosure is required by law, Caritas Singapore will only make such disclosure to the extent necessary and only to such persons on a need-to-know basis, after having given the whistleblower reasonable notice or with the whistleblower's consent.



Submission of Concern

If you would like to raise a concern, please write to: whistle-blowing@caritas-singapore.org

You may also submit your concerns by mail to:

Private & Confidential

For the Attention of Chairman, Audit Committee

Caritas Singapore, Caritas Agape Village 7A Lorong 8 Toa Payoh, #04-01

Singapore 319264