



## **ABC Solar Whistleblowing Policy**

**1. Introduction** ABC Solar is committed to maintaining the highest standards of integrity, accountability, and transparency. We encourage employees, contractors, suppliers, and other stakeholders to report any suspected misconduct, unethical behaviour, or breaches of company policies without fear of retaliation.

**2. Purpose** This policy outlines the process for reporting concerns and ensures that all reports are treated seriously, investigated promptly, and handled confidentially.

**3. Scope** This policy applies to all ABC Solar employees, contractors, suppliers, and business partners. It covers, but is not limited to, the following types of concerns:

- Fraud, corruption, or theft
- Health and safety violations
- Environmental damage
- Harassment, discrimination, or bullying
- Breach of legal obligations or company policies
- Misuse of company resources

**4. Reporting Mechanisms** Individuals can report concerns through the following confidential channels:

- **Email:** whistleblower@abcsolar.co.za
- **Hotline:** +27 878041347
- **Online Form:** downloadable on our website – available upon request from info@abcsolar.co.za

**5. Confidentiality & Anonymity** All reports will be handled with strict confidentiality. If desired, individuals can report anonymously. However, providing contact information can assist in conducting a thorough investigation.

**6. Non-Retaliation** ABC Solar strictly prohibits retaliation against anyone who raises a concern in good faith. Any employee found to have engaged in retaliation will face disciplinary action.

**7. Investigation Process** Upon receiving a report, the designated whistleblowing team will:

1. Acknowledge receipt of the report (if contact details are provided)
2. Conduct a preliminary assessment
3. Launch a full investigation if warranted
4. Take appropriate corrective action based on findings

**8. Policy Review** This policy will be reviewed annually to ensure it remains effective and up to date with relevant legal and regulatory requirements.

**9. Contact Information** For any questions about this policy or the reporting process, please contact: info@abcsolar.co.za

