

WHISTLEBLOWING POLICY

HCA is committed to uphold high standards of corporate governance towards all groups of stakeholders and has a whistleblowing policy that sets out avenue for legitimate concerns to be objectively investigated and addressed. All individuals shall be able to raise concerns regarding possible improprieties and obstructive actions within the Organisation that are fraudulent, unlawful and/or detrimental to the interest of the Organisation in a responsible and effective manner without fear of reprisals or victimisation. Disclosure should be made in good faith, with no malicious intent and/or for personal gain.

Whistle blowing reports may be submitted to the Chairperson or Chief Executive Officer and the Audit and Risk Committee serves as the independent party to review whistleblowing matters. All whistleblowing reports will be treated with the strictest confidence and investigated independently.

Concerns may be raised and submitted to

Nature of Whistle Blowing Feedback	Contact Details
<p align="center">Concerning CEO or MD</p>	<p>By Post/hand</p> <p>Private & Confidential</p> <p>Attn: Chairperson</p> <p>HCA Hospice</p> <p>705 Serangoon Road Block A #03-01 @Kwong Wai Shiu Hospital, Singapore 328127</p> <p>By Email</p> <p>whistle_boardchair@hcahospicecare.org.sg</p>
<p align="center">Concerning HCA matters or all other HCA staff</p>	<p>By Post/hand</p> <p>Private & Confidential</p> <p>Attn: Chief Executive Officer</p> <p>HCA Hospice</p> <p>705 Serangoon Road Block A #03-01 @Kwong Wai Shiu Hospital, Singapore 328127</p> <p>By Email</p> <p>whistle_CEO@hcahospicecare.org.sg</p>