

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. HCA also provides an independent anonymous whistleblowing channel managed by an appointed third-party service provider. Whistleblowers may raise concerns anonymously through the designated hotline or email.

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	Existing HCA Channels	Anonymous Channel (Managed by third-party service provider)
Concerning CEO or MD	By Post/By Hand: Private & Confidential Attn: Board Chair, HCA HCA Hospice Ltd 705 Serangoon Road, Block A #03-01, Singapore 328127 By Email: Whistle_boardchair@hcahospicecare.org.sg	By 24-hour Hotline: +65 8889 1861
Concerning HCA matters or for all other HCA staff	By Post/By Hand: Private & Confidential Attn: Chief Executive Officer HCA Hospice Ltd 705 Serangoon Road, Block A #03-01, Singapore 328127 By Email: Whistle_CEO@hcahospicecare.org.sg	By Email: hca@whistleblower.com.sg