



SA BIAS INDUSTRIES (PTY) LTD

SA BIAS INDUSTRIES STATEMENT WHISTLE-BLOWERS

SA Bias Industries and its affiliated companies (“the Group”) are committed to maintaining the highest standards of integrity, accountability, and transparency. To support this commitment, the Group have established a confidential WHISTLE-BLOWER HOTLINE and a COMPLIANCE E-MAIL for employees, contractors, and stakeholders to report concerns about misconduct, unethical behaviour, or violations of company policy and applicable laws.

Purpose of the hotline / compliance e-mail

- Provide a safe and confidential channel to raise concerns.
- Encourage early reporting of issues to prevent harm or reputational damage.
- Protect individuals who report in good faith from retaliation.

What can be reported

- Fraud, corruption, or theft
- Harassment, discrimination, or workplace misconduct
- Health and safety violations
- Breaches of company policy or legal requirements
- Any unethical or improper behaviour

Confidentiality & protection

- Reports into the Hotline can be made anonymously.
- All concerns will be treated seriously and investigated promptly.
- Retaliation against whistleblowers is strictly prohibited.

How to report

You can submit a report through:

- A voice message on **Whistle-blowers / Hotline Number: +27 (0) 21 702 8220.**
- **Email: compliance@sabias.co.za**