



# Whistleblower Protection Policy

## Scope & Application

The policy enables residents, families, employees, contractors, volunteers and the general public to make Whistleblower reports about San Carlo.

## Definitions

A whistleblower is someone who reports misconduct, whether illegal, or unethical within San Carlo.

## Eligible Whistleblower

Eligible whistleblowers include current/former employees, residents and their families, suppliers and/or associates.

## Eligible Recipients

Reports can be made to designated officers, auditors, regulators, law enforcement, or external organisation (YourCall)

## Protection for Whistleblowers

Whistleblowers are shielded from civil, criminal or disciplinary actions for making disclosures. Retaliation against Whistleblowers is strictly prohibited.

## Reporting & Investigation Process

Whistleblower can report misconduct through designated channels. Investigations follow natural justice and procedural fairness. persons accused of misconduct are given the opportunity to respond.

## Full Policy

[Please click here](#)