

# Your Safety Net

## Speak up with Confidence

At San Carlo, we value your voice and well-being, Here are the avenues available to you:



### Employee Assistance program

- Confidential counselling & support services.
- Available to you & your immediate family members.
- Access professional help for work or personal issues.



### Bullying & Harassment

- Zero-tolerance policy.
- Reports incidents to Incharge or HR department.
- Support & Counselling services available.

### Grievances & Disputes

- Open-door policy for bullying & harassment.
- Informal/formal procedure through HR.
- Option for mediation with neutral third party.



### Whistleblower Protection

- Report Misconduct or unsafe practices.
- Your identity is protected.
- You're safeguarded from retaliation.

### Occupational Health & Safety

- We prioritise your health & safety at work.
- Report any safety concerns or hazards immediately.

