



The State Insurance Company of Mauritius Ltd and its subsidiary companies (hereinafter referred to as the **Group**) are committed to the highest standards of ethics, honesty, fairness, accountability, professionalism and duty of care in fulfilling their responsibilities.

In line with this commitment and to enhance good governance, transparency and to safeguard the integrity of the Group, a Whistleblowing Policy (the **Policy**) has been established to provide a mechanism for alerting the Group in a timely manner of any irregularities, unacceptable/unethical practices or misconduct at any level within the organisation. The whistleblowing mechanism is designed to motivate employees to act responsibly to uphold the Group's reputation.

Whoever the Group may deal with, and wherever the Group may operate, the Group is committed to doing so lawfully, ethically and with integrity.

The Group's Policy is easily accessible to all employees and is available on the Group's intranet. The Policy has been designed in such a way to include the following:

- a) Information on what to report;
- b) Information on how to report (including channels to report corruption);
- c) Safeguards and confidentiality of the whistleblower;
- d) An estimate of the time period it will take for the complaints to be investigated and a report on actual performance; and
- e) How complaints are handled, investigated and recorded.