



## **WHISTLEBLOWING INFORMATION**

Bulkstream promotes ethical culture within the company. It requires all employees to act responsibly, comply with the internal processes and procedures, and actively stand up against any unethical conduct (including bribery and corruption).

### **WHAT IS WHISTLEBLOWING?**

Whistleblowing is when a person reports alleged unethical conduct or behaviour.

### **WHY IS IT IMPORTANT TO SPEAK UP?**

We encourage all stakeholders - including suppliers, contractors, clients, and community members - to report concerns about unethical behavior or misconduct. Speaking up helps ensure we maintain the highest standards of integrity and address issues before they cause harm. Bulkstream will be able to take the necessary steps to make the workplace a safer and trustworthy environment for all.

### **WHO CAN REPORT?**

Any internal and external stakeholders including employees, contractors, customers and/or suppliers.

### **WILL I BE PROTECTED?**

Bulkstream shall keep the whistle-blower's identity confidential and take utmost care to ensure that whistle-blowers are protected from any threats or intimidation or harassment for blowing the whistle on unethical behaviours.

### **WHAT SHOULD YOU BE REPORTING?**

This platform is for reporting concerns about potential violations of law or ethical standards, including fraud, corruption, or other serious misconduct.

Please provide factual information and avoid speculation. This platform is designed for serious concerns about wrongdoing, not routine business disputes or contractual disagreements.

## HOW TO REPORT?

You may anonymously and confidentially submit your report to:

Telephone - Kenya (Toll-Free if In-Country)	0800 724 853
Telephone - Uganda (Toll-Free if In-Country)	0800 113 306
Email Address	concerns@behonest.co.za
WhatsApp Messaging	+27 860 004 004
Website Link	www.behonest.co.za
Online Chat	www.behonest.co.za

## WHO GETS THE REPORT?

### External: Service Provider

Report to the independent and accredited service provider (details provided above). They ensure confidentiality and anonymity of the complaints are maintained to the fullest extent possible.

**THE SERVICE PROVIDER WILL NOT GIVE AWAY YOUR DETAILS OR IDENTITY UNLESS YOU AUTHORISE THEM TO DO SO.**

### Internal: Further Investigations

To ensure Bulkstream investigate the complaint, the service provider shares the information with the Risk Committee. You are guaranteed that the complaint will be properly handled without your identity being disclosed.