



Approved By:	
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Date:	

Whistle Blower Policy Opicorp (PTY) Limited T/A Auto Carriers

1. Purpose

Opicorp (PTY) Limited T/A Auto Carriers is committed to maintaining the highest standards of integrity, transparency, and accountability in all aspects of its operations. The Whistle Blower Policy is intended to encourage and enable employees, suppliers, and other stakeholders to raise serious concerns internally so that Opicorp (PTY) Limited T/A Auto Carriers can address and correct inappropriate conduct and actions. This policy provides a process for reporting concerns without fear of retaliation.

2. Scope

This policy applies to all employees, contractors, suppliers, and other stakeholders of Opicorp (PTY) Limited T/A Auto Carriers.

3. Definitions

Whistle Blower: Any individual who reports concerns related to unethical, illegal, or improper conduct within the company.

Protected Disclosure: Any communication made in good faith that discloses or demonstrates an intention to disclose information that may evidence unethical or improper conduct.

4. Reporting Concerns

Concerns should be reported in writing and may be submitted anonymously. The report should include:

- A description of the concern, including relevant facts and supporting documentation if available
- The names of individuals involved
- The date and location of the incident



Reports can be submitted through the following channels:

Email: david.roberts@autocarriers.co.za

5. Handling of Reports

All reports will be taken seriously and investigated promptly and thoroughly. The Whistle Blower Officer is responsible for coordinating the investigation of all reported concerns. Upon receipt of a report, the Whistle Blower Officer will acknowledge receipt to the Whistle Blower, if contact information is provided. The investigation will be conducted in a fair and unbiased manner, respecting the rights of all parties involved. The outcome of the investigation will be documented, and appropriate corrective action will be taken if necessary.

6. Protection Against Retaliation

Opicorp (PTY) Limited T/A Auto Carriers strictly prohibits any form of retaliation against Whistle Blowers who make a Protected Disclosure in good faith. Any employee who retaliates against a Whistle Blower will be subject to disciplinary action, up to and including termination of employment.

7. Confidentiality

All reports and the identity of the Whistle Blower will be kept confidential to the extent possible, consistent with the need to conduct a thorough investigation and to comply with legal requirements.

8. False Reporting

Any individual who knowingly makes a false report or provides false information with the intent to deceive will be subject to disciplinary action, up to and including termination of employment or contract termination.



9. Communication of Policy

This policy will be communicated to all employees, contractors, suppliers, and other stakeholders. It will also be available on the company's website and intranet.

10. Review of Policy

This policy will be reviewed periodically by the Board of Directors to ensure its effectiveness and compliance with legal requirements. Amendments to the policy will be made as necessary.