A brief to the Board Members

This is a brief on the corporate governance that is upheld by this organization. The values thereof are enshrined in the corporate governance principles of accountability, transparency, fairness and responsibility. This organization does all it can to uphold these values, however, it has come to my attention that there are some shortfalls in these areas in relation to the upcoming shareholders meeting that I feel the need that the board, as the governing body of this organization, should address and the decide on the next steps.

It has been brought to my attention that the CEO of the organization has violated the following principles.

1. Accountability: This so that the organization is accountable for the resources received, profit made and the investments made. However, the information at hand reveals that the CEO did not uphold this and intends to use fill the losses with money not yet received from a different department's sales reports. This does not rhyme with the principle of accountability.

2. Transparency: where there is transparency there is equal trust. This principle lets us as an organization gain trust from the shareholders and also in the long run benefit from it. This in turn also means that we are share in the gains and learn from the losses. We will not be able to learn from the losses if we whitewash them and outright lie about them. Concerning this, honourable members of the board, the CEO has also connived with his cousin, another board member, to hide the truth of our failure from the shareholders. He also intended to evade the trouble of explaining how the losses came about and discuss possible solutions. This completely violates the principles in corporate governance and may lead to further damages not only to the image of the company but also to the prestige of many of the shareholders.

3. Fairness: The organization conducts itself to be a fair and just place where there is equal opportunity for every department and idea. The CEO's plan to use sales from the beverage department will not be a fair reflection of their (the beverages department) efforts towards the growth of the company. It should also be noted that the principle of fairness also means that the company would be liable to many other internal and external lawsuits on the conduct of the CEO.

4. Responsibility: as leaders of the organization, it is imperative that we display the highest levels of responsibility. The CEO failed in alerting the other members that the other executive member of the board was a relative. This leaves the organization liable to conflict of interest suits and also distorts the trust of the board members in this person. It was a gross oversight bordering on misleading for not bringing this to light. The irresponsibility was that they decided to take an erroneous action without further consultation, and even when they knew that hat their decision was not right. May the honourable members of the board be sage in considering this case.

Finally, I would also like to bring to light the ethical behaviour of the CEO of the organization is lacking. He made decisions here knowing they are wrong and could hurt the company all for the sake of not wanting to report a loss. I would like to remind the members of the board that many an organization have been brought down by failing to adhere to good corporate governance practice while those that held on to them are thriving even more.

Ethical behaviour should be upheld even in the face of losses, and according to good practice, the reason for the losses should be shared.

I would like to conclude by saying that the actions we take today will be judged by the future generations and our own future as well.

Whistleblowing Policy Statment.

The whistleblowing policy is approved by the Board of Directors of the organization and its purpose is to provide reporting channels and guidance for employees and other related third parties (such as suppliers, partners and customers) on the misconduct and malpractices within the organization.

This policy statement is divided into the following areas.

1. Scope and Responsibility

This policy applies to all staff, customers, and partners to the organization. It will also be the sole responsibility of the internal audit office to follow up and investigate any and all reports that they receive. The head of internal audit will then present the findings of the investigations to the board of directors for further action. It is also the responsibility of the internal audit office, as the investigators, to sieve out malicious reporting without evidence and reporting with ulterior motives.

2. Protection of the whistleblower

Persons making a complaint are protected by the organization, and will not be subjected to unwarranted dismissal, unwarranted disciplinary action, and victimization regardless of the outcome of the investigation.

Persons making a complaint are also welcome to do so anonymously, however, when called on to testify they shall do so. The organization will uphold the protection of the whistleblower.

Any person that bullies or victimizes the whistleblower will be subject to severe disciplinary action.

3. Making a report

Any report of misconduct and/or malpractice can be made via post or email and addressed to the Head of internal audit. It is imperative that the report be as detailed as possible citing when, where, how and with whom the 'crime' happened. Where possible evidence should be attached.

4. Confidentiality

The report made will be treated with utmost confidentiality to both the accused and the accuser until there is a meeting convened to give them an opportunity to explain themselves. We strictly adhere to the policy that all are innocent until proven guilty. The organization will protect the rights and freedoms of any victims.

