

Whistle-Blowing Policy

Care Community Services Society Singapore (CCSS) is committed to having an open and transparent culture with the highest standards of integrity, honesty, and accountability.

In keeping with this, our Whistleblowing Policy aims to provide a means through which volunteers, donors, and the general public could, in good faith and without malice, raise legitimate concerns about any serious wrongdoing/malpractices, particularly in relation to fraud, controls, and ethics.

Examples of areas of concern include:

- Impropriety, corruption, acts of fraud, theft and/or misuse of company's properties, assets, or resources
- Conduct which is an offence or breach of law
- Serious conflict of interest without disclosure
- Breach of CCSS Singapore's policies
- General malpractice such as immoral, illegal, or unethical conduct
- Concealing information about any of the above malpractice or misconduct
- Any other serious improper conduct that may cause financial or nonfinancial loss to CCSS Singapore or damage its reputation
- Manifestation of intention to mislead, deceive, or fraudulently influence any internal or external auditor in connection with the preparation, examination, audit, or review of any financial statements or records of CCSS Singapore

Confidentiality of Identity

Every effort will be made to protect the whistleblower's identity, which shall remain confidential unless disclosure is necessary. In which case disclosure shall be made with consent, and to the extent necessary and only to such persons on a need-to-know basis.

Submission of Complaint

If you would like to submit a complaint, please write to: ethics@ccsscures.sg]