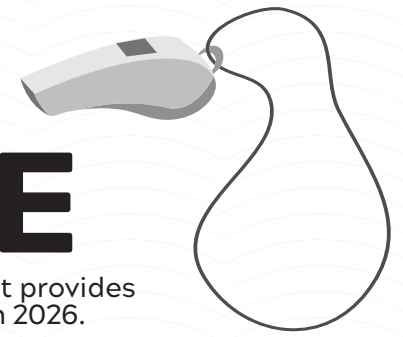




Whistleblower Policy Infographic

BLOW THE WHISTLE



The One Economy Foundation (ONE) is committed to the highest standards of integrity, transparency, and accountability. This sheet provides guidance to employees, volunteers, partners, donors, and the public on ONE's Whistleblower Policy, which is effective from 01 March 2026.

UNDERSTANDING THE WHISTLEBLOWER POLICY

1. What is ONE's Whistleblower Policy?

Our Whistleblower Policy provides a safe, confidential, and structured way for anyone to report suspected wrongdoing, misconduct, or unethical behaviour within the organisation. The policy reflects ONE's zero-tolerance approach to fraud, corruption, abuse, and any form of illegal or unethical conduct.

2. Why does ONE have this policy?

As a nonprofit organisation funded by donors and serving the public good, ONE has a duty to ensure that its resources are used responsibly and ethically. The policy protects our mission, safeguards donor funds, and ensures that all stakeholders can trust the organisation.

WHO CAN REPORT AND WHAT CAN BE REPORTED?

3. Who is a whistleblower?

A whistleblower is anyone who reports suspected wrongdoing, misconduct, or unethical behaviour involving ONE or any of its staff members or associates. This includes fraud, corruption, misuse of funds, harassment, discrimination, sexual or physical harassment, inappropriate relationship or failure to uphold our ethos of non-judgemental services to our members, or any other violation of our policies or applicable laws.

4. Who can use the whistleblower reporting channels?

- ONE employees, volunteers, interns and consultants
- Implementing partners and suppliers
- Any individual or entity engaged with or acting on behalf of ONE
- Members of the public who witness or suspect misconduct

HOW TO REPORT

5. What types of misconduct can be reported?

Reportable concerns include, but are not limited to:

- Fraud, theft, corruption, or bribery
- Misuse or misappropriation of funds
- Acting outside the scope of approved work
- Procurement irregularities
- Financial mismanagement
- Conflicts of interest
- Abuse, harassment, discrimination, or exploitation

If you are unsure whether a concern is reportable, you are still encouraged to report it. ONE will assess the matter.

6. How do I make a report?

You may report your concern to the following confidential channel:
whistleblower@1economy.org

7. Can I report anonymously?

Anonymous reports are accepted and will be investigated based on the credibility of the information. You are not required to identify yourself. Providing your contact details is optional and can assist with follow-ups, if needed.

8. What information should I include in my report?

For us to conduct a thorough investigation, please try to include:

- A description of the suspected misconduct and when it occurred
- Names of individuals involved (if known)
- Where and how the misconduct took place
- Why you believe the conduct is improper or illegal
- Any supporting evidence, like documents, invoices, or correspondence

You are not required to have proof before reporting. A genuine, good-faith concern is sufficient grounds to make a report.

CONFIDENTIALITY AND PROTECTION

9. Will my identity be kept confidential?

ONE will make every effort to protect the identity of anyone who raises a concern. Your identity, or details that will reveal your identity, will not be disclosed unless you choose to identify yourself, or disclosure is required by law or legal proceedings.

10. Will I be protected if I report misconduct?

ONE strictly prohibits any form of retaliation against a person who raises a concern in good faith. Retaliation includes dismissal, demotion, threats, harassment, intimidation, or any other adverse treatment. Any person found to have retaliated against a whistleblower will face disciplinary measures.

11. What does 'good faith' mean?

A good-faith report is one made with an honest belief that the information is true, even if it is later found to be unsubstantiated. You will be protected as long as you genuinely believed there was cause for concern.

12. What if I knowingly make a false report?

Deliberately making false or malicious reports constitutes serious misconduct under this policy and may result in disciplinary action. This provision is not intended to discourage genuine concerns — it is intended to prevent abuse of the reporting process.

INVESTIGATION AND OUTCOME

13. What happens after I submit a report?

Once a report is received, ONE will:

- Acknowledge receipt of the report (where the whistleblower's identity is known)
- Conduct an initial assessment to evaluate the credibility and scope of the concern
- Appoint an internal or external investigator where necessary
- Ensure the investigation is conducted impartially, objectively, and confidentially
- Document findings and recommend corrective action
- Investigations will be completed within reasonable timeframes, taking into account the complexity of the matter.

14. Will I be told the outcome of the investigation?

Due to confidentiality obligations and the nature of internal investigations, ONE will not be able to share full details of outcomes. Where possible, ONE will provide feedback on whether the information was useful in addressing the concern.

GENERAL QUESTIONS

15. Is there a reward for reporting misconduct?

We do not provide financial rewards for reporting. Whistleblowing is considered an important civic and professional responsibility.

16. What if I am uncertain whether what I witnessed is wrong?

You are encouraged to report your concern even if you are uncertain. You do not need to be an expert in law or policy. ONE will assess the matter and determine whether further action is warranted. When in doubt, speak up.

17. Can my report lead to a review of ONE's policies or practices?

Information gathered through whistleblowing may highlight systemic issues or gaps in policies and controls. ONE takes all reports seriously and uses findings to strengthen its governance and risk management.

18. Where can I find the full Whistleblower Policy?

The full policy is available from the Executive Director. ONE is committed to making this policy publicly accessible and communicating it to all partners and beneficiaries.

CONTACT US

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