



National Agricultural  
**Marketing Council**  
Promoting market access for South African agriculture

# WHISTLE BLOWING POLICY

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## **1. INTRODUCTION**

- 1.1. Whistleblowing is an act of an employee, contractor or any other stakeholder raising their voice against specific concerns or unethical activities being carried out at the National Agricultural Marketing Council.**
- 1.2. Understood correctly, whistle-blowing is not about informing in the negative but rather about raising a concern about a malpractice within the National Agricultural Marketing Council. The NAMC is committed to its Code of Ethics and to promote a high standard of honesty, openness and accountability.**
- 1.3. It is therefore important to establish procedures in terms of which employees may, without fear of victimisation, disclose information relating to suspected alleged criminal or other irregular conduct affecting them or the National Agricultural Marketing Council.**
- 1.4. It is the responsibility of every employee to disclose criminal and any other irregular conduct in the workplace and it is the responsibility of the NAMC to provide protection to any person who reports criminal activity or any other irregular conduct committed within the NAMC.**

## **2. POLICY STATEMENT**

- 2.1 Whistleblowing is an important early warning system used to protect the stakeholders when reporting an offence to the NAMC. The whistle blowing policy will assist the NAMC to break the cycle of silence and inaction and prevent fraud and corruption in the organisation.**

## **3. REGULATORY FRAMEWORK**

- 3.1 The Whistleblowing Policy is based on the Protected Disclosure Act. The Act encourages employees to disclose any acts of misconduct without fear of any victimization or reprisals. Section 2 of the Protected Disclosure Act describes the objectives in the following;**
  - 3.1.1 To provide an employee protection from being subjected to an occupational detriment on account of having made a protected disclosure.**
  - 3.1.2 To provide for remedies in connection with any occupational detriment suffered on account of having made a protected disclosure.**



**6.2 For the purpose of reporting by the Public, the CEO must ensure that the policy is available on NAMC website.**

## **7 POLICY REVIEW PROCESS**

**7.1 The Whistle Blowing policy shall be reviewed annually or when justifying circumstances occur, such as a pronouncement by legislation and/or regulations.**