



TIP-OFFS ANONYMOUS

Tsebo has a zero tolerance policy on theft, bribery, corruption and all activities that contravene the Health, Safety and Environmental measures applicable to all employees, directors, companies and suppliers.

Staff can now report the following incidents anonymously, to our hotline:

Theft, Bribery & Corruption:

Checklist before you call

- ✓ Where did the incident take place?
- ✓ Details and description of the misconduct?
- ✓ Names of people involved.
- ✓ Date and time of the incident?
- ✓ What proof is there?
- ✓ Are there any eye witnesses?
- ✓ Does this happen regularly?

**Call us 24 hours
a day, 365 days
a year!**

SA Free Call: **0800 00 33 17**

Email to: tsebo@tip-offs.com

International Toll Free SMS: **+27 72 014 4445**

Deloitte.

Free fax: 0800 00 77 88

Website: www.tip-offs.com

Free Post: DN 298 Umhlanga Rocks 4220

Health, Safety & Environment:

- ✓ **Unsafe acts or behaviour** e.g. employees working with hazardous chemicals without proper training or employees discarding of chemicals incorrectly - without correct procedure.
- ✓ **Safety operational matters** e.g. Operations Managers not assisting with safety and environmental concerns.
- ✓ **Unsafe working conditions** e.g. No adherence to COVID-19 safety protocols
- ✓ **Reporting of concealed or attempts to conceal accidents or incidents**

NB: All safety related incidents & accidents causing injury or requiring medical attention, first aid cases and near misses, etc. must be reported to your SHE Rep, SHE Officer or Line Manager

