

# WHISTLE BLOWERS

This is to certify that

## Rubicon Group

(MEMBERSHIP NUMBER: 01062021/RBG2021)

has implemented Whistle Blowers (Pty) Ltd as their external independent whistle blowing hotline service provider.

Whistle Blowers (Pty) Ltd is an independent subscription service, designed to provide employees at the **Rubicon Group** with the means to anonymously "blow the whistle" on any unethical activity in the workplace.

### Rubicon Group

promotes ethics and honesty in the workplace.



Managing Director

01 June 2021

Date

**"ETHICS HOTLINE PROVIDER TO PRIVATE AND  
PUBLIC SECTOR ORGANISATIONS IN OVER 36  
COUNTRIES AND SIX CONTINENTS"**



# Certificate