

Ethical Conduct and Whistleblower Policy

This policy aims to ensure that wrongdoings and conduct not aligned with MA Services Group (MASG) policies are identified. MASG encourages individuals to disclose wrongdoing and speak up when something is not right. This Policy applies to employees, contractors, sub-contractors, and any other party to bring suspicions concerning reportable conduct to management. MA Services Group (MASG) places the highest standards of legal, ethical, and moral behaviour. This policy shall:

- Provide you with an understanding of what can be reported under reportable disclosure,
- Demonstrate the importance MASG places on ensuring a safe and supportive environment where our people feel confident to raise breaches of internal rules or disclosable conduct.

MA Services Group is committed to the following:

- Developing a culture within MASG that encourages people to speak up and raise breaches of internal rules or policy or disclosable conduct relating to the organisation, its branches, officers, employees, or members,
- Communicate the process for reporting breaches of internal rules or policy or disclosable conduct, including what happens when you make a report; and to,
- Providing protected reporting of wrongdoing by encouraging disclosures of events where personal gain or advantage is occurring contrary to the interests of the MASG and legislative standards.

If there is suspicion of wrongdoing from a misunderstanding and or confusion about wrongdoing, you are encouraged to check with your supervisor or designated management representative. Events should be escalated for immediate response through internal reporting channels.

- Misconduct, negligence, illicit drug use, violence or threatened violence,
- Fraud, money laundering or misappropriation of funds,
- Financial irregularities, Offering or accepting a bribe,
- Business behaviour and practices that may cause consumer harm,
- Unethical actions or detrimental conduct against an eligible whistleblower,
- Oppressive or grossly negligent behaviour,
- A danger or represents a danger to the public or financial system.

In cases where you do not feel safe speaking to any of the internal reporting channels and wish to be protected by the organisation, raise your matter by placing anonymous reports of wrongdoing to the whistleblower Protection Officer or the independent whistle blower hotline.

For further information or to make a report

[Scan the QR Code](#)



Micky Ahuja
MANAGING DIRECTOR
MA SERVICES GROUP

