

Home For Good, Singapore Ltd

Whistleblowing Policy

Home For Good, Singapore Ltd (HFG-SG) recognises the importance of whistleblowing in identifying and addressing any wrongdoing or malpractice within our organisation. We encourage any individual with concerns or suspicions of possible wrongdoing, or regarding any person connected with HFG-SG or its partners, entities, or personnel, to report them in good faith. We are committed to providing a safe and confidential way to raise concerns without fear of reprisal.

Who can whistle-blow?

Any individual of Home for Good-SG can report concerns about wrongdoing, including board members, staff members, volunteers, foster parents, service users, and contractors.

What can be reported?

Any concern about possible wrongdoing on the part of any board member, employee, volunteer, foster parent, service user, contractor, supplier or partner of HFG-SG can be reported, including but not limited to the following:

- Misuse of funds or resources
- Fraud, corruption, or bribery
- Discrimination, harassment, or bullying
- Abuse or neglect of service users or foster children and youth

- Breach of confidentiality
- Health and safety issues

- Non-compliance with policies, procedures, or legal requirements

Reporting Channel: Any individual concerned or suspected of wrongdoing or malpractice within our organisation can report it to HFG-SG's Executive Director, Sue Chang-Koh, at sue.chang-koh@hfg.org.sg or the Chair of the Board, Joseph Gan, at joseph.gan@hfg.org.sg.

Confidentiality: Any report submitted under this policy will be handled with the strictest confidentiality. The identity of the individual making the report will be safeguarded and will only be revealed with their consent or as required by law.

Protection from Retaliation: We do not condone any reprisals, discrimination, or harassment against whistleblowers who report in good faith. We are committed to protecting whistleblowers from threats to employment and any other threats of retaliatory action. Disciplinary actions will be taken against those who retaliate, harass or discriminate against whistleblowers.



Investigation: Any report filed will be reviewed and investigated independently by an investigation committee.

Feedback: The person who made the report will receive feedback on the action taken in response to their report, subject to legal or other constraints.

HFG-SG is dedicated to maintaining the highest standards of behaviour and ethics. We promote a culture of openness, honesty, and accountability. Our Code of Conduct and whistleblowing policy demonstrate our commitment to providing a safe and supportive environment for all members involved with our charity organisation.

This whistleblowing policy supersedes previous documents on this matter.

Revised 9 March 2025.

Approved by the Board 19 April 2025