



EthicsCall A whistleblower facility

Is your organization bleeding within?

FRAUDS, COLLUSION, UNETHICAL BEHAVIOR, MISAPPROPRIATION, THEFT.

It is not unusual to ignore the symptoms that may affect the overall health of an organization. One fraud and the entity may lose all its reputation and credibility. Yet, there are always people within the organization who know of the grave issues but are afraid to speak for fear of adverse targeting by those committing the wrong doing. It is the top management/board responsibility to encourage, facilitate and reward those who constructively whistle blow.

Frauds and unethical behavior rupture the fabric of good governance and thereby place the organization in stressful situa-



tion, financially, operationally and strategically. Directors are accountable for ensuring the stakeholder interests. Obtaining, analyzing and reacting to instances of actual or potential frauds and wrongdoings is important and this function must be at 'arms length' from management to give confidence to the whistle-blower.

Trust "EthicsCall' to deal with whistleblowers

INTAKE OF WHISTLE BLOWER INFORMATION

EthicsCall operates confidential and secure hot-line mechanism that includes all communication channels such as emails, web-mails, web-chat, Facsimile, postal and courier service and the usual telephone lines. The solution lies in the maximum integration of these channels to provide reliable, consistent and secure facility to enable whistleblowers to report revenue leakages, to keep the organizational ethical compass at the desired level, or simply to avoid the embarrassment that may have wider implications for the organization.

MANAGEMENT SERVICES

Once the complaints and allegations of wrong doing are captured effectively, the next step is to analyze them by Subject Matter Experts. Our USP lies in the objective and independent assessment of these reports and finally the timely, confidential and balanced advice for further action by the CEO/Board, chair of the Oversight committee.

ETHICS MANAGEMENT SERVICES

- Fraud Awareness campaign
- Advising on building a culture of ethics.
- ► Visibility to ethics promotion programmes
- Drafting code of ethics
- Forming and running Ethics committee
- Financial disclosure programme

'ETHICS CALL' PROVIDES A TOTAL END TO END SOLUTION

Grievances and Suggestions Capture

An entity may simply be interested in capturing those critical suggestions for improvement which save money or may give it the strategic and competitive edge. Alternatively, it may wish to be the 'preferred first' reporting channel rather than the politically inclined unions. EthicsCall provides this facility that empowers the management in managing risks, proactively.

EthicsCall service is timely, confidential and tailor-made to fit all types of entities, such as private and public sector entities, government departments and Ministries, NGOs, banks, regulatory authorities and others.

- EthicsCall ensures anonymity of the whistleblowers.
- It is cost effective and secure.
- It is manned by professionals who have been carefully screened.
- Periodical confidential reports to the CEO/Board are clear, concise and actionable.





EthicsCall facility also provides for dedicated web-pages specific to the organization to include its code of conduct, policies and governance structures to facilitate understanding of fraud and wrong doings. The awareness programme is aimed at all employees and may include contractors, shareholders, beneficiaries or others.



PROMOTING EXCELLENCE

EthicsCall also provides service to capture suggestions from employees that are independently examined by the domain experts.

The organization may have all the inputs on promoting excellence gathered systematically and in a non-threatening way



ABOUT ETHICSCALL

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ETHICS MANAGEMENT ETHICSCALL FACILITY ETHICS MENTORING GRIEVANCE CAPTURE

SO MUCH DEPENDS ON REPUTATION - GUARD IT!

Being alert to potential attacks on your organization's reputation is half the battle won. Thwarting the attacks and redirecting them to where they belong are the strategic choices that could be made only if one is fully alerted about them in time. Ethics Call offers the mechanism to gather those crucial bits of information and then organizes them in a coherent statements that make sense.

Ethics management is much more than just managing the intake of complaints and allegations. It is about building a culture of ethics. Awareness campaigns, visibility to the ethics promotion efforts and strong belief of everyone in and around the entity are some of the tasks that could best be outsourced.

Trust EthicsCall.



Promoting integrity, ethics and good governance

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