

GRIEVANCE MECHANISM / WHISTLEBLOWING

ONNIS ENGENHARIA & CONSTRUÇÃO MOÇAMBIQUE LDA (“ONNIS”) aims to create a working environment in which all employees can freely raise concerns relating to their employment and seek a resolution promptly, fairly and informally wherever possible.

ONNIS guarantees strict confidentiality on the persons and facts reported and on the identity of the reporting persons to ensure that they are not subject to any form of retaliation.

Whistleblowing reports may be sent using a dedicated email address – suitable for ensuring the confidentiality of the reporting person’s identity – available below:

whistleblowing@onnis.net

ONNIS will not retaliate against a whistleblower. Any whistleblower who believes she/he is being retaliated against, must contact the Human Resources Director immediately.

The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Whistleblower protections are provided in two important areas: confidentiality and retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

ONNIS may not disqualify an employee or other person who brings a matter of public concern or participates in a proceeding connected with a matter of public concern, before a public body or court.

The provisions of this policy do not:

- a. requires ONNIS to compensate an employee for participation in a court action or in an investigation, hearing, or inquiry by a public body.
- b. prohibits ONNIS from compensating an employee for participation in a court action or in an investigation, hearing, or inquiry by a public body;
- c. authorizes the disclosure of information that is legally required to be kept confidential; or
- d. diminishes or impairs the rights of an employee under a collective bargaining agreement.

The whistleblower is not responsible for investigating the alleged illegal or dishonest activity, or for determining fault or corrective measures. Appropriate management officials are charged with these responsibilities.

The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to disciplinary action.



Eng. Stefano Onnis
Managing Director