

	Company Name Simba Security Service	Document No. SSS/MS/PO/003
Title : Whistle-Blower Protection & Non-Retaliation Policy		Rev.No: 00 Effective Date : 29/06/2026 Page 1

Whistle-Blower Protection & Non-Retaliation Policy

Simba Security Services is committed to conducting its operations with integrity, professionalism, legal compliance, and respect for human rights. We encourage employees, contractors, clients, and other stakeholders to report, in good faith, any suspected misconduct, legal violations, human rights abuses, corruption, fraud, unsafe practices, ethical breaches, or nonconformities with ISO 18788:2015 requirements.

Simba Security Services provides accessible reporting channels, including confidential and anonymous reporting channels .All reports are assessed and investigated fairly, objectively, and without undue delay.

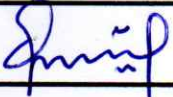
We protect whistleblowers from retaliation, maintain confidentiality throughout the reporting process, and take appropriate corrective, preventive, or disciplinary action when necessary. Reports involving criminal acts, serious human rights violations, fraud, corruption, or immediate threats to safety and security are promptly escalated to management and relevant authorities as required.

Simba Security Services is committed to ensuring that all concerns are addressed responsibly, impartially, and in accordance with applicable legal, ethical, and human rights obligations.

❖ Reports can be submitted through in person CEO office,

Email: info@simbasecurityservice.com Telephone: +2519 98 66 66 44



Initiated by: SOMS Task Force	Approved by: Chief Executive Officer 
<i>" we are always available "</i>	