

**To:** All Employees / Stakeholders

**From:** [Executive Name/Title]

**Date:** [Insert Date]

**Subject:** Strengthening Our Commitment to Fraud Risk Management and Whistleblower Integrity

Dear Team,

At [Company Name], our reputation is built on a foundation of trust, transparency, and ethical conduct. To protect these values, the executive leadership team is reaffirming our commitment to a robust Fraud Risk Management framework and an effective whistleblower program.

### **Our Stance on Fraud**

We maintain a zero-tolerance policy regarding fraudulent activities, including financial misrepresentation, theft, bribery, or any misuse of company assets. We are continuously enhancing our internal controls and monitoring systems to detect and prevent irregularities before they impact our operations.

### **The Importance of Your Voice**

The most effective tool in identifying misconduct is the vigilance of our employees. Our Whistleblower Program is designed to provide a secure and confidential environment for reporting concerns. We encourage you to speak up if you observe any behavior that contradicts our Code of Conduct or legal obligations.

### **Our Protection Guarantee**

We guarantee that any employee who reports a concern in good faith will be protected from retaliation. Every report is investigated thoroughly, objectively, and with the highest level of confidentiality by our [Compliance/Audit] department.

### **Reporting Channels**

If you suspect fraudulent activity, please use one of the following official channels:

- Anonymous Ethics Hotline: [Insert Number]
- Secure Web Portal: [Insert URL]
- Direct Email: [Insert Email Address]

Ethical behavior is a collective responsibility. Thank you for your continued dedication to maintaining the integrity of [Company Name].

Sincerely,

[Signature]  
[Executive Name]  
[Executive Title]