



***Welcoming Remarks by David Nuyoma, GIPF  
CEO/Principal Officer at the launch of the GIPF***

***Whistleblower and Ethics Helpdesk platform on 6 September 2022, 10h00 at the  
Am'Weinberg.***

- **Keynote Address: Hon. Yvonne Dausab (MP. Minister of Justice)**
- **Ombudsman of the Republic of Namibia, Mr. Basilius Dyakugha**
- **Director General of the Anti-Corruption Commission, Mr. Paulus Noa**
  
- **Deputy Inspector-General of the Namibian Police Major General Anna-Marie Nainda**
- **Secretary General of NANTU, Ms Loide Shaanika**
- **CEO of NASIA, Mr. Jason Hailonga**
- **Executive Director of the Retirement Funds Institute of Namibia, Ms. Maria Gaomas**
- **The Chairperson of the GIPF Board of Trustees Ms. Nillian Mulemi**
- **GIPF Board of Trustees**
- **Senior Management of the Fund**
- **Captains of industry**
- **Esteemed media partners**
- **Invited guests**

Ladies and gentlemen.

It is a genuine honour to stand here before you on this spring day to heartily welcome you to this special event. I am humbled to see the top brass of law enforcement and protection of civil liberties in our country amongst us. We appreciate that you have taken time of your hectic schedule to come and share this moment with us. GIPF with a membership of over 145 000 members, retirees, and annuitants and with an asset value of over N\$140 billion, this launch signifies the fight against corruption as a critical component in guarding and growing member benefits for their greater good. You will appreciate that at GIPF every month over N\$300 million is paid to pensioners, orphans and other legitimate dependents and massive investment amounts are transacted.

Therefore, there is a special need to be on guard and thwart any attempts by those who are tempted to satisfy their greed by dipping their hands in the cookie jar.

Amongst other measures to enhance the governance, GIPF introduced the ethics management programme during July 2017. In terms of the programme, the Fund has integrated ethical standards into the organisation's strategy and operations. In addition, ethical standards continue to inform the Fund's practices, procedures, policies and conduct.

One of the natural phases in the ethics management programme was the adoption of the Whistle Blower Policy, which ensures protection for employees and other stakeholders against victimisation and harassment for reporting irregular, unlawful and criminal conduct. In terms of the provisions of this policy, GIPF shall make available toll-free hotline facilities to potential whistleblowers, to be able to make anonymous disclosures.

The whistle blowing platform is called 'Ethics Helpdesk'. It is a web-based application that provides a platform for all employees, members and third parties to report any illegal or unethical conduct they encounter related to GIPF in a safe, secure and anonymous manner.

The Ethics Helpdesk offers the following options to blow the whistle:

- completing an online form;
- submitting a report via an anonymous WhatsApp line;
- submitting a report via an anonymous Telegram line;
- speaking to an artificial intelligence robot; or
- speaking to an agent (an actual person).

Members, GIPF staff and the public can rest assured that the Helpdesk is managed by an independent service provider that offers secure and anonymous reporting. No telephone/mobile number or email address is required. The service is separate from GIPF's IS environment and does not track IP addresses or other data that could identify a whistle-blower.

In terms of the GIPF Whistle Blower Policy, the office, structure or person, to whom the complaint is reported by the whistle-blower, should respond to the whistle-blower in writing within ten (10) days. Thereafter, periodic feedback, at intervals not exceeding 45 days, shall be provided to the whistle-blower. If a whistle blower submits a report via the online platform, they will be provided with a unique reference number. This number can be used to receive periodic updates on the progress of the report and submit new information (if necessary).

Whistleblowing is important for fostering high ethical standards and maintaining member and public confidence in the GIPF and its operations. Through this platform, we seek to encourage a culture of speaking out against wrongdoing; and detect or

prevent the commission and/or escalation of illegal and unethical activities, with the ultimate of guarding our Fund.

I thus implore you all to encourage the use of this platform and encourage you utilise it when having credible evidence to ensure your desired outcome is reached. Once again, I welcome you and wish you all fruitful deliberations this morning.

I thank you.