

Debswana Pension Fund Ethics Reporting Line

Speak Up – Take a stand for integrity



At Debswana Pension Fund, we are committed to cultivating a workplace defined by honesty, fairness, and accountability. The DPF Ethics Reporting Line offers a secure, confidential channel for employees, members, contractors, and stakeholders to report unethical behavior or misconduct.

What can you report?

- Fraud or corruption
- Conflicts of interest
- Misuse of resources
- Discrimination or unfair treatment
- Workplace health and safety concerns
- Any behavior breaching our ethical standards

Your privacy is our priority



Reports can be made anonymously via our easy-to-use web platform:
www.debswana.com/SpeakUp



Alternatively, call the Convercent Call Center: **00269800440010**
(Toll-Free for BTC Mobile or Landline users)

This service is independently managed by Convercent, ensuring impartiality and **24/7 accessibility**.

By speaking up, you contribute to protecting our values, our people, and the trust we uphold with our stakeholders.

Let's stand together to ensure integrity and accountability. Your voice matters.