



WHISTLEBLOWER PROTECTION GUIDELINES

Nigerian Electricity Supply Corporation (Nigeria) Limited

1. Introduction

NESCO is committed to the highest standards of integrity, transparency, and accountability. This Whistleblower Protection Guidelines outlines the mechanisms for reporting concerns about wrongdoing and the protections provided to whistleblowers.

2. Purpose

The purpose of these guidelines is to:

- Encourage employees, contractors, and stakeholders to report suspected misconduct without fear of retaliation.
- Provide clear procedures for reporting and investigating concerns.
- Ensure protection for whistleblowers who report in good faith.
- Promote a culture of ethical conduct within NESCO.

3. What to Report

Report any suspected or actual instances of:

- Fraud, corruption, or bribery
- Theft of electricity or meter tampering
- Misuse of company assets
- Health and safety violations
- Discrimination or harassment
- Conflicts of interest
- Any other unethical or illegal conduct

4. How to Report

Reports can be made through the following confidential channels:

- Hotline: 07039232009
- Email: info@nesco.com.ng

All reports will be handled confidentially and securely.

5. Whistleblower Protections

NESCO guarantees the following protections for whistleblowers who report in good faith:

- Confidentiality of identity and information
- Protection from retaliation, harassment, or adverse employment actions
- Legal support where necessary
- Fair and timely investigation of reports

6. Non-Retaliation Policy

NESCO strictly prohibits any form of retaliation against individuals who report concerns in good faith. Any employee found engaging in retaliatory behavior will be subject to disciplinary action, up to and including termination.

7. Investigation Process

All reports will be acknowledged promptly and investigated thoroughly by an independent team. Whistleblowers will be updated on the progress and outcome where appropriate.

8. Responsibilities

- All employees and stakeholders are encouraged to report concerns.
- Management is responsible for fostering an ethical culture and ensuring these guidelines are followed.

Effective Date: June 2026