## We want to do what is right

## Our company strives to maintain a transparent business climate and high business ethics. We value the safety and respect of everyone affected by our business. You have a vital role in our success.

## Our Whistleblowing Service

## Our whistleblowing service is an early warning system to reduce risks. It is an important tool to foster high ethical standards and maintaining customer and public confidence in us.

The whistleblowing service can be used to alert us about serious risks of wrongdoing affecting people, our organisation, society, or the environment. Your report can include information regarding criminal offences, irregularities and violations or other actions in breach of EU or national laws, within a work-related context.

## You do not need proof of your suspicions, but all messages must be made in good faith.

## Your message will be securely handled

The whistleblowing service is provided by an external partner WhistleB, Whistleblowing Centre, to ensure anonymity. The communication channel is encrypted and password protected.

All messages will be processed in confidence.

How do I submit an anonymous message?

Your message is submitted easily and securely by following the instructions in the form. After having sent your message you will receive an ID and a password on the screen. Save these in a secure manner. You will remain anonymous throughout this dialogue.

Within 7 calendar days, we may post a response or follow-up question for you.

*Thank you for your contribution.*