



WHISTLEBLOWER POLICY

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SCOPE

The Whistleblower Policy applies to all permanent and temporary employees of History Travelers S.A.S BIC, as well as contractors and suppliers operating within the scope of our business activities. It is designed to support the company's commitment to ethics, transparency, and compliance with national and international laws, in accordance with our internal policies and current legal regulations in Colombia.

PURPOSE

This policy aims to establish a secure, confidential, and effective channel for any person connected to History Travelers S.A.S BIC to report serious incidents affecting the organization. Reports may be related to:

- Criminal offenses
- Breach of legal obligations
- Bribery or corruption
- Risks to the health or safety of individuals
- Discrimination, harassment, or intimidation
- Forced labor, trafficking, or exploitation
- Environmental damage
- Intentional concealment of information related to any of the above

The objective is to promote a culture of integrity and accountability, providing support to those who act in good faith.

WHO IS AN ELIGIBLE WHISTLEBLOWER?

Any individual with a direct or indirect relationship with the company may be a whistleblower, including:

- Employees
- Contractors
- Suppliers
- Clients
- Former employees or any third party

An eligible whistleblower must have reasonable grounds to suspect that the information reported is true, even if it is later proven otherwise.

History Travelers S.A.S BIC

📍 Calle 9 #3 – 52, Barrio Arriba, Riohacha, La Guajira, Colombia

☎ Teléfono: +57 310 277 1745

✉ Correo electrónico: historytravelersguajira@gmail.com

🌐 Sitio web: <https://historytravelers.com>



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WHAT IS A DISCLOSABLE MATTER?

A disclosable matter is any fact, situation, or circumstance that:

- Negatively affects the organization or its stakeholders
- Violates laws or internal regulations
- Breaches ethical, social, or environmental principles

Examples include:

- Corruption or misuse of resources
- Violations of labor or human rights
- Inadequate environmental practices
- Breach of internal policies

WHO CAN RECEIVE A REPORT?

Reports can be submitted through the following official channels of History Travelers S.A.S BIC:

- Email: historytravelersguajira@gmail.com
- Phone: +57 310 2771745
- Address: Calle 9 # 3 - 52, Barrio Arriba, Riohacha, La Guajira, Colombia

Reports can be made to any executive or person designated to receive complaints within the company. They may also be submitted anonymously.

ANONYMOUS DISCLOSURES

Anonymous reports are accepted. It is recommended to use an email address without a name or a pseudonym. The company guarantees the confidentiality of the content and will protect the whistleblower's identity whenever possible.

WHISTLEBLOWER PROTECTION

An eligible whistleblower is protected against:

- Unjustified disciplinary sanctions
- Dismissals, retaliation, or discrimination
- Any form of harassment as a result of the complaint

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These protections do not apply if it is proven that the complaint was made in bad faith or with fraudulent intent.

HOW REPORTS WILL BE HANDLED

- Reports will be reviewed by a designated committee or responsible individual
- A thorough internal investigation will be conducted
- Corrective actions will be taken if the facts are verified
- Confidentiality of the process will be ensured

POLICY DISTRIBUTION AND COMMUNICATION

This policy will be communicated to all staff through:

- Internal policy manual
- Informative meetings
- Internal or physical posting at company offices

The policy will be updated periodically or when changes in applicable regulations occur.

**SINCERELY,
PAOLA ANDREA FORERO
LEGAL REPRESENTATIVE
HISTORY TRAVELERS S.A.S BIC**

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