

Our Company is committed in fostering a culture of honesty, transparency and accountability which requires the highest possible standards of professional and ethical conduct from all employees and business partners. To solidify wrongdoing prevention, unethical and criminal behaviour, we want to make sure that anybody with a suspicion about ethical issues relating to our company's operations can raise a concern (anonymously if desired) without the fear of retaliation.

To that end, we have established a collaboration with an independent, externally hosted whistleblowing hotline system (EthicsPoint) to make it easier and safer to report a concern.

Why to report?

The EthicsPoint platform exists to receive reports either by telephone or internet. We strive to respond to any misconduct report quickly and confidentially. We are committed to always doing business with the highest ethical standards. In doing so, we strive to be a great place to work, be good corporate citizens and to drive value for our shareholders.

What to report?

Any concern or suspicion that involves inappropriate, unethical or illegal behaviour, which has a risk to others such as our employees, business partners, the environment, or any matter of public interest.

This could include any matters such as:

- corruption
- bribery
- conflicts of interests
- fraud
- harassment and discrimination
- occupational health and safety
- environmental pollution
- anti-competitive practices
- personal data violations

Who can report?

- employees,
- business partners
- anybody that either has knowledge or has been made aware of information involving inappropriate, unethical or illegal behaviour related to our company's operations
- anybody that suspects a harm to the public's interest related to our company's operations

How to report?

To raise a whistleblowing concern and make a report you can contact EthicsPoint Platform in a number of ways by clicking [here](#).

Whichever way you choose to contact EthicsPoint Portal, you will be given a unique case number which you must keep safely to receive feedback.

Reports are entered directly on the EthicsPoint Portal secure server to prevent any possible breach in security. EthicsPoint Portal makes these reports available only to the independent ethics committee who is responsible with evaluating the report, based on the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

We act with integrity in everything we do. We trust each other to do our best and to be individually responsible for our work, while interacting in a respectful and professional manner. We have a collective drive for excellence and are constantly thinking of new and innovative ways to do things.