

WhistleB, Whistleblowing Centre Code of Conduct

Our Code of Conduct confirms our commitment to high business ethics and sustainability. WhistleB conduct business in a responsible and transparent manner. We aim to contribute to our customers' business ethics work.

Our success relies on gaining the trust of our customers and business partners. WhistleB should at all times secure sensitive customer information. We shall, as a minimum, always comply with laws and regulations where we offer our services. We are committed to ensure our whistleblowing service highest data privacy settings.

We are all responsible for keeping our high ethical standards alive and enhancing our customers' and partners' trust in WhistleB. This Code of Conduct provides guidance on how we expect all employees to conduct business.

WhistleB has also established a specific code of conduct for suppliers as we encourage our business partners to adhere to similar high ethical standards.

Doing good business with integrity.

We want our customers to trust that we do business in an ethical, transparent and lawful manner. Everything we do counts. That's why we want everyday decisions to be based on doing good business with integrity, so that we maintain long-term relations with customers, distributors and suppliers.

- **Do not accept or give a bribe.** It is your responsibility not to offer or receive anything of value to/from anyone in exchange for a favourable decision.
- **Do not give or take a facility payment.** Do not make any financial or other benefit to encourage any person to perform their official duties in an improper manner.
- **Any gifts or hospitality given or received must be reasonable and have a legitimate business purpose.** In all cases, a business courtesy should never be offered or accepted if it might create a sense of obligation.
- **Conflict of interest.** We must all avoid any situation that may create or appear to create a conflict between our personal interests and the interests of WhistleB.
- We promote **fair competition.** You should never come to an agreement with competitors.

- **Information security and data privacy is key.** Our services are designed and delivered with highest data privacy settings and data security.
- **The information we provide is correct and consistent.**
- **No political donations.**

Attractive workplaces.

- **Discrimination and harassment are not tolerated and should be actively worked against.** Discrimination is when someone is treated less favourably due to gender, age, ethnic origin, different age groups, religion, trade union activity, pregnancy and other legally protected characteristics. Harassment is when someone is made to feel intimidated, insulted or humiliated because of any of these characteristics.
- **Misuse of company assets:** Company property may not be used for private purposes.
- We are committed to taking a **protective attitude toward the environment.**

Follow up on our Code of Conduct.

Our whistleblowing scheme provides a means for all employees and suppliers to report a suspicion or ask a question anonymously. You will not suffer any form of sanction or personal disadvantage as a result of whistleblowing. It does not matter if you are mistaken, provided you are acting in good faith.

WhistleB requires all of its employees to read and follow this Code. Failure to comply with any provision within this Code is a serious violation and may result in disciplinary action, including termination of employment.