



WHISTLEBLOWING

WHAT IS WHISTLEBLOWING

Exercising one's sense of integrity and responsibility through reporting a wrongdoing or a suspected wrongdoing.

WHEN TO WHISLEBLOW

Immediately after finding out about a wrongdoing or potential wrongdoing. And delay in reporting might lead to the matter being reported to escalate and cause repercussions.

WHAT TO WHISLEBLOW

Any act or activity that might involve the following:

- **Theft, fraud or misappropriation**
- **Corruption**
- **Misconduct, unethical behavior, or policy violations**
- **Conflict of interest**
- **Falsification of documents**
- **Financial reporting concerns**
- **Public safety and environment**

Generally speaking, any direct or indirect act that violates law and company policies, and/or damages the company's reputation is reportable.

WILL I BE PROTECTED

Yes! Here's why and how:

- The company has zero tolerance for any retaliatory activities relative to a whistleblower report.
- Through the **Whistleblowing Protection Program (WPP) and Anti-Retaliation Program (ARP)**, whistleblowers are assured that their safety and security is of utmost priority.
- You can report anonymously or have your identity disclosed, in either case, a report shall be acted in accordance with due process.
- Only authorized personnel will be able to access your report.

WHERE TO REPORT

You can report in good faith to our dedicated confidential counselor phone which you can (anonymously) **call; + 31 (0)75 3030025** or, dedicated confidential counselor e-mail address which you can (anonymously) mail; **vertrouwenspersoon@multitubes.com**