

# Policy Statement on Whistleblowing

**POL.08**

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## POLICY STATEMENT ON WHISTLEBLOWING

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We are committed to the following principles to protect our culture of ethical conduct:

- We create an effective breach reporting mechanism for employees and stakeholders to report breaches of the Code of Conduct safely and easily.
- We fairly, equally, and unbiasedly evaluate all reported breaches, whether named or anonymous.
- We keep the reporter's identity confidential unless disclosure is required by law.
- We take necessary measures to protect the reporter from reprisal, threat, harassment, intimidation, or bullying.
- We enforce disciplinary procedures or criminal sanctions, with zero tolerance, if any employee or stakeholder causes suffering against the reporter or a person involved in the investigation.
- We confidentially and securely receive reported breaches through independent communication channels.
- The protocol is to create an Impartial Ethics Committee to ensure confidential and reliable breach reporting we•speakup reporting channels and [wespeakup@wesoda.com](mailto:wespeakup@wesoda.com). We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We evaluate reported breaches in line with the law and our company's policies, and take necessary measures.
- We enforce disciplinary procedures for employees or stakeholders who report groundless breaches.

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