

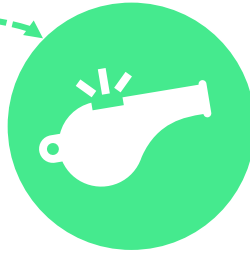
WHISTLEBLOWING GUIDELINES

To the point – one pager

Whistleblower?

Yes, that sounds scary, but don't worry. You are only giving us a hint so that we can take action. We have strict rules against retaliation. You are protected, when you are reporting in good faith.

We will treat all matters highly confidentially, and we expect this from you, too.



Speak up!

If you suspect something is wrong, do not keep it to yourself. Share it with us, so that we can take the burden from you. Help us and let us help you. Keep in mind that you can contact us anonymously.



When to report? Speak up if you see or hear anything that could cause damage to:



You or your coworkers



beeline's business or reputation



The environment



The public

e.g. Violations of the Code of Conduct (available soon), Fraud, Harassment, Human rights issues, discrimination, Abuse of Power, Corruption, Health & Safety matters

! Not covered by this process are personal complaints or disputes under labor law (in these cases contact your manager, HR or the employee representation.)



Why should I?

We are a company that wants to do the right thing! If something is damaging our culture... We want to know it as early as possible so that we can take action.

What are the results?

We are not always allowed to share all the details of results of the investigation, but you will be informed about the matter.

How can I speak up?



Feeling uncomfortable? Want to report anonymously?

Then use the anonymous digital [SpeakUp](#) Line through the website or by downloading the App:



Preferably, talk to, write or call your line manager. Alternatively, contact HR or the Group Compliance Officer.