

# Whistleblowing Policy

## 1 Overview

Whistleblowing means reporting irregularities. A whistleblower is someone who „blows the whistle” to alert you to a disturbing situation at work.

## 2 Purpose

The purpose of this Whistleblowing Policy is to explain who can submit reports, what reports should be submitted, how it can be done. Abriso Jiffy Whistleblowing Policy is strictly following the EU Whistleblowing Directive. The Whistleblower Protection Directive is the colloquial name of Directive (EU) 2019/1937 of the European Parliament and of the Council on the protection of whistleblowers.

## 3 Scope

This policy covers appropriate use of the whistleblowing tool. This tool should be used to report all breaches of law (national or EU law), and threats or harm to the company interest, such as corruption, specific dangers to health and safety or the environment, abuse of authority, unauthorized use of company funds or property, gross waste or mismanagement, conflicts of interest and human rights violations. These reports should be based on reasonable ground.

## 4 Who is a whistleblower?

A whistleblower is a person who reports (signals) irregularities that have occurred or are still occurring in the workplace, professional environment, or for which the employer is responsible. A whistleblower acts in the common interest, always acts in good faith and his/her report is based on factual grounds. Most irregularities and abuses at workplaces have been detected thanks to these reports.

## 5 Protection

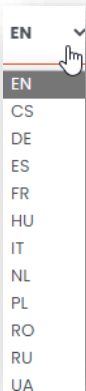
Protecting whistleblowers from unfair treatment, including retaliation, discrimination, or disadvantage, can embolden people to report wrongdoing, which increases the likelihood that wrongdoing is prevented, uncovered, and penalized. Whistleblower protection is therefore a key means of enhancing effective enforcement of legislation. All Whistleblowers are protected as described in the EU Whistleblowing directive.

## 6 Reporting Channel - Sygnanet

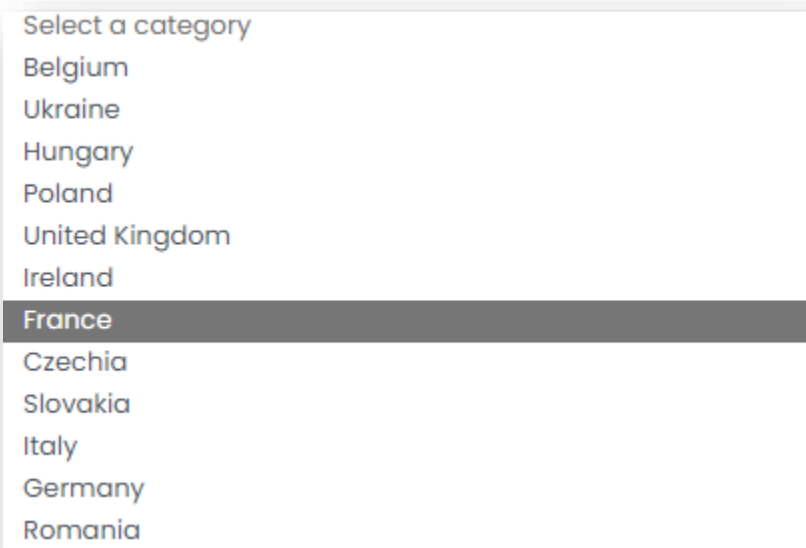
Our main channel to report is on the website: <https://app.sygnanet.pl/abriso-jiffy/en>

You can select the appropriate language and country your report refers to.

Language:



Country:



Describe your report and attach documents if required.

Then click SEND Report. To be sure to remain anonymous please try to follow these guidelines <https://sygnanet.pl/en/how-to-remain-anonymous>

You will receive unique information on how you can see the response to your report. Please write it down or download the PDF. You will be able to check the response by using this information in the future.

# The report has been sent

Identifier: **VF- [REDACTED]**

Password: **G6B- [REDACTED]**

[Download PDF of proof of posting](#)

In the Inbox, after entering your identifier and password, you will find a confirmation that the request has been read (decrypted) and any feedback from the recipient.

So browse the Inbox periodically. Correspondence between you and the recipient of notification is also encrypted.

Your report will be read by a designated trusted employee and you will receive a reply after your case is investigated.

## 7 Revision History

<b>Date of Change</b>	<b>Responsible</b>	<b>Summary of Change</b>
May 2021	Krzysztof Stopka	Create
Dec 2023	Krzysztof Stopka	Update link to English version