

Whistleblowing Ethics alert system



Activity - Whistleblowing: Ethics alert system and reporting of violations against code of conduct, applicable laws, working principles or good practice.

Purpose: The whistleblowing function should make it possible for any stakeholder; employees, customers, suppliers or any third party to report incidents and/or suspicions whether you have first-hand knowledge of the situation or have been made aware of such case.

Definitions: Violations or suspicion in matters related to e.g. Code of Conduct but not limited to what can be reported. For instance, Harassment and discrimination, right of employees to form or join the unions of their choice and to participate in collective negotiations, Health, safety and hygiene at work, Finance / banking / accounting irregularities, Anti-competitive practices.

Routine-how to report: Anyone can report. As an employee you can choose to report either to your direct manager or local union representative. You may also choose to report to your manager's manager if you find it appropriate. As an outside stakeholder you may report to your direct contact person at the company or the CEO whichever you find appropriate.

You may also report anonymously if you find it suitable. If you report anonymously, please make sure to provide enough information to allow an effective investigation.

Anonymously reporting should be sent by e-mail to whistle@contac.se . Whistleblowers will be protected against any type of retaliation measures.

What happens after you have left a complaint?

We will contact you regarding your complaint within a maximum of 5 working days. When your Complaint case is terminated you will receive a written response. If you have chosen to remain anonymous the complaint is investigated and documented, but no feedback will happen.

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