

# Tapflo Group Whistleblower Policy

## Introduction and scope

The objectives of the *Tapflo Whistleblower Policy* are to establish a policy and procedure to prevent, detect and correct improper activities. To give employee or business partners guidelines how to act if for any reason employees or business partners are not comfortable speaking to a manager or does not believe the issue is being properly addressed.

If an employee or business partner does not believe that Tapflo Group's regular channels of reporting and communication can or should be used to express his/her concerns, an employee may contact the Chair of the Tapflo Group AB.

Reports may be done named or anonymously and the reports will be handled confidential, such as via e-mail, phone, letter or in a meeting.

Employee or business partners can report serious incidents or abuses in the company, such as e.g.;

- Financial crime, including bribery, corruption, fraud, illegal anti-competitive measures or other law infractions.
- Material violations of policies and the *Tapflo Code of Conduct*.
- Embezzlement, private benefit, misappropriation of funds or conflict of interest.
- Major shortcomings in security in the workplace, transport or production.
- Major breaches of environmental regulations or pollution of the environment.
- Serious forms of discrimination and harassment

It is recommended to describe the claim and facts relating to the case arising from the reported problem. Please, refer to or attach if possible relevant document to the case.

Contact information:

The Chairman of the Tapflo Group AB

Börje Johansson

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Policy owner: Börje Johansson: (above)