

A man with glasses and a dark sweater over a light blue shirt is looking down at a document. The background is a blurred industrial setting with blue structural elements.

Code of conduct policy

For scansteel foodtech A/S

scansteel foodtech A/S

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foodtech

WHISTLE BLOWER SCHEME

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Purpose

scansteel foodtech A/S's Whistleblower scheme has the following aims:

- to increase the opportunity for employees and close partners to inform of criticizable actions or behaviour in scansteel foodtech A/S without the fear of negative consequences;
- to protect employees who report information to the Whistleblower scheme in good faith, and;
- to find and prevent errors and negligence.

The Whistleblower scheme is a supplement to the direct and daily communication within the company. All situations are requested to be solved in cooperation with the appointed manager if possible.

Who can use the Whistleblower scheme?

The Whistleblower scheme can be used by all employees and close partners in good faith to report justified suspicions and concerns about scansteel foodtech A/S's employees and partners.

Scope

Reports must be filed in good faith and concern serious conditions, such as:

- criminal offences, e.g. breach of the duty of confidentiality, misuse of financial resources, theft, fraud, underslæb, embezzlement, bribery, etc.;
- major or repeated violations of the law;
- major or repeated violations of essential internal guidelines, eg. on company travel, gifts and financial reporting etc.;
- serious personal conflicts, eg. harassment, including of a sexual character, and;
- deliberate misleading of management, employees and partners.

The scheme does not include any other conditions eg.:

- any other business conditions;
- human resource businesses, eg. salary or employment terms;
- information about minor violations of internal guidelines, eg. sick leave, smoking, alcohol, dress, use of office supply, etc., and;
- information about minor personal conflicts in the office environment, eg. cooperation difficulties, small inconsistencies and lack of confidence between the employee and manager.

Protection

An employee who reports via the Whistleblower scheme acts in good faith, and is protected against any form of negative employment law consequences, eg. retaliation or harassment.

scansteel foodtech A/S is responsible for:

- maintaining this policy;
- conducting investigations based on the received report;
- conducting necessary measures (including employment law consequences);
- reporting to relevant authorities by offence;
- using external support, if needed to secure anonymity to the notifier;
- complying with the General Data Protection Regulations.

Confidentiality and anonymity

All information will be kept confidential as far as possible. The notifier has the option to remain anonymous and all dialogues will be conducted via a secure mailbox created for the purpose.

Notifier's rights

The notifier will be kept informed about the process and any measures taken in the secure anonymous mailbox created for the purpose. The notifier is protected against any negative employment law consequences in relation to the given report, if given in good faith. If the report is given in bad faith, this can lead to a police report, negative employment consequences or a break of contract with partners.

Rights for persons mentioned directly or indirectly in the report

Persons mentioned (including indirectly) in the report will in normal circumstances be notified. Persons mentioned will also receive notification when the case is closed or dismissed due to being out of scope. Persons mentioned will be involved, if the case is processed. Persons mentioned or involved have the right to request correction, deletion or limiting information.

Employees that process or contribute to the investigations

Employees who process or contribute to the investigation by conducting or giving information are protected by negative employment law, as a consequence of the contribution.

You find scansteel foodtech A/S's report page on the following link

<https://app.sibilum.com/radserver/emserver.dll/PUBWBsite/scansteelfoodtech?lang=2>

Scan QR code

