



COMPANY POLICY

WHISTLE – BLOWING POLICY

Every employee has the responsibility to promptly report any violation or suspected violation of the Code of Conduct, policies and procedures, or applicable law or regulation, in order to protect the Company, its stakeholders, its employees, its suppliers and its customers. Anybody who is an accomplice, accessory, collaborator or deliberately permits the execution of any irregular or fraudulent act shall be equally liable. All employees, rank and files, officers and expatriates are covered by this policy.

The policy aims to protect the whistle blower from retribution or retaliation, and provides a disincentive to passively allowing the commission of wrongful conduct. The whistle blowing policy provides for procedures for interested parties to communicate, even anonymously, concerns regarding accounting, internal accounting, auditing or financial reporting matters directly to the Audit Committee.