

CATEGORIES OF ALERT

- Corruption
- Fraud
- Conflicts of interest
- Anti-competitive practices
- Health, Safety, Security
- Environmental issues
- Human Rights
- Harassment and discrimination
- All violations of the Group's Code of Ethics or internal rules

PROFESSIONAL ALERT



Integrity Line

OUR COMMITMENTS

For using the alert procedure in good faith and selflessly

- Respect confidentiality of your alert and your identity
- **No retaliation**
- **No harassment**
- **No discrimination**

WHO CAN REPORT?

- Any Ringardas employee and
- Any external staff working casually at a Ringardas entity

HOW TO REPORT?

- First contact your manager, compliance adviser or employee representative where appropriate
- By connecting to the secure website <https://rubis.integrityline.org> available from a computer, a smartphone or a tablet