



# **DOVISTA Whistleblower Policy**

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## Introduction

### The Purpose of the Whistleblower Policy

The Whistleblower policy underpins our obligations as a Model Company, and the management of the DOVISTA Group wishes to encourage an open dialogue on all issues related to illegal business methods, non-compliance with our policies and other issues that may be considered illegal.

The purpose of the whistleblower system is to ensure that issues or behaviour deriving from employees in DOVISTA entities, or others with a relation to companies within the DOVISTA Group, can easily and securely be reported to an external and impartial party under observation of the General Data Protection Regulation. Furthermore, we want to ensure that this can be done at any time and that nobody will be subject to harassment or other discrimination when using the whistleblower system in good faith.

All employees, and others with a relation to entities within the DOVISTA Group (including members of DOVISTA Management Team and the Board of Directors) are covered by the whistleblower system and can report such matters to the system for investigation.

## Target Group

The policy applies to the DOVISTA Group and all companies ultimately owned or controlled by the DOVISTA Group.

## Purpose & Policy

### What to report

The whistleblower system can be used solely to report criminal offences that may affect the company or that may have an impact on the life or wellbeing of an individual. Examples are:

- Financial fraud, for instance embezzlement, fraud and forgery
- Violation of corporate governance, for instance bribery, violations of competition law and donations for illegal purposes
- Violation of work environment and work safety
- Violation of environment legislation and pollution of the environment
- Physical violence and sexual offences.

The whistleblower system cannot be used to report minor offences such as dissatisfaction with salary level, infringements of guidelines on smoking and alcohol, workplace bullying, cooperation difficulties or other HR related personnel issues. You are recommended to discuss issues that do not concern illegal aspect with the person(s) who in your opinion do(es) not act appropriately before you bring an issue to a higher level. Should you decide to escalate an issue, you should report it to your immediate superior, HR or a relevant person of trust, for instance a trade union safety officer.

The data controller of the whistleblower system is DOVISTA A/S at Bygholm Søpark 21D, 8700 Horsens.

Access directly to DOVISTA's Whistleblower Policy via this link: <https://dovista.whistleblow-ernetwork.net/About/TermsAndConditions.aspx>

**Contact:** [info@dovista.com](mailto:info@dovista.com)