

Whistleblowers – Reporting breaches of the law

Cable Factory BITNER puts a premium on transparency, compliance with the law and professional ethics. In order to ensure legal compliance as well as prevention from any improprieties, we have set up a system enabling reporting violations of the law. Every employee, customer or third party has the right to report any possible, suspected activity that could be illegal or breach the law.

Who is a whistleblower?

Whistleblower is a person who informs about potential breach of the law, improprieties or abuse within the organization, especially:

- Corruption
- Public procurement
- Services, products and financial markets
- Anti-Money Laundering and Countering the Financing of Terrorism
- Product safety and compliance
- Transport security
- Environmental protection
- Nuclear Safety and Radiological Protection
- Food and feed safety
- Animal health and welfare
- Public health
- Consumer protection
- Privacy and data protection
- Network and ICT system security
- Financial interests of the State Treasury of the Republic of Poland, local government units and the European Union;
- The internal market of the European Union (EU) including the public law principles of competition, state aid and corporate taxation
- Constitutional freedoms and rights of man and citizen - occurring in the relations of the individual with public authorities and unrelated to the areas indicated above.

How to report breaches of the law?

Reports can be made by name. In order to ensure confidentiality and protect whistleblowers' identities, we offer a few potential channels improprieties can be reported through:

1. **E-mail:** reports can be sent to dedicated e-mail address: sygnal@bitner.com.pl
2. **In person:** reports can be submitted to Management Representative for the Quality and Environment System and the FPC - Justyna Lasota, mobile: +48 500 044 929

Reports placed in the complaint box located at Cable Factory BITNER (production plant) in Trzyciąż.

3. **Post** to the following address: 32-353 Trzyciaz, 2 Krakowska Str. with indication of the authorized person as the addressee and additional „whistleblower” note on the envelope.

Whistleblowers will be fully protected against any potential discrimination or negative consequences resulting from the report made. Each report will be thoroughly revised and information provided by whistleblowers will be treated with complete confidentiality. Ensuring integrity and safety of both whistleblowers and the entire organization is our priority.

We have developed and implemented internal regulations that constitute a whistleblowing system for organizations in accordance with Directive 2019/1937 and the Law on the Protection of Whistleblowers, what includes:

- Implementation of reporting breaches of the law procedure
- Designation of a person collecting reports
- Setting up a Committee on Law Violation processing reports and implementing follow-up actions.

Thank you for your contribution to building safe and positive work environment.