

**ANNOUNCEMENT on the implementation of the
WHISTLEBLOWING PROCEDURE at ALSANIT Sp. z o.o.**

We hereby inform you that, pursuant to Article 24(1) of the Act of 14 June 2024 on the protection of whistleblowers (Journal of Laws, item 928), **ALSANIT Sp. z o.o.** has implemented a procedure for reporting legal violations and taking follow-up actions, referred to as the "**Whistleblowing Procedure.**"

This Procedure defines the method of reporting irregularities, the protective measures available to whistleblowers, and the sanctions for taking retaliatory actions against them.

A whistleblower is a person who ethically reports legal violations in a work-related context.

Where can I report irregularities?

The Whistleblowing Coordinator is Ms. **Aleksandra Stasiłowicz**.

Reports should be submitted to the Coordinator via:

1. a dedicated email address for handling reports:
aleksandra@radca-stasiłowicz.pl with the subject line: "**Notification for the Whistleblowing Coordinator**",
2. by completing the Violation Report Form (Annex No. 1 to this Procedure) and submitting it in person to **the Whistleblowing Coordinator** at the company's headquarters, with the note „**To the Whistleblowing Coordinator, Ms. Aleksandra Stasiłowicz**",
3. in person, after scheduling an appointment via email with the **Coordinator**
4. **anonymous reports are not permitted. Anonymous submissions will not be considered.**

The full text of the Whistleblowing Procedure is available at the company headquarters in the HR department.