



Eltronic Group
ENGINEERING IMPACT

Whistleblower Policy

1 Scope

This whistleblower policy applies to Eltronic Group and its subsidiaries.

2 Purpose

The purpose of this policy is to govern Eltronic Group and its subsidiaries to uphold the highest standard for law-obeying governance.

3 Ownership

The whistleblower policy is owned and governed by the CEO and board of directors of Eltronic Group.

The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose.

4 Evaluation

The policy will be evaluated every two years.

5 Policy

It is the policy of Eltronic Group, that business must be conducted in a legal and fair way. To support this any business conduct in violation of Eltronic Group values, policies, or national or international laws can be reported by employees, suppliers, and customers free of fear of reprisal. To protect the individual, any reports can be made anonymously and in confidentiality, so the identity of the reporter is protected if desired.

5.1 Policy Statements

We will live up to our policy by:

Ensuring that a whistleblower portal is publicly accessible, and that the system is effective and managed by an independent, trustworthy 3rd party.

Informing employees, suppliers, and customers about our policy and system for whistleblowing.