

Fluitec Whistleblower Protection Policy

1. Purpose

Fluitec is committed to fostering an environment where employees and stakeholders can report concerns without fear of retaliation. This policy outlines the protections and processes in place to safeguard whistleblowers.

2. Commitment to Protecting Whistleblowers

Fluitec is dedicated to protecting whistleblowers from any form of retaliation. We ensure that individuals who report concerns in good faith are not subjected to harassment, discrimination, or any adverse consequences.

3. Consequences of Retaliation

Any form of retaliation against whistleblowers is strictly prohibited. If retaliation is identified, the following consequences will be enforced:

- Disciplinary action against the retaliator, which may include termination of employment.
- Remedial actions to address any harm caused to the whistleblower.

4. Mechanisms for Whistleblower Protection

To ensure the protection of whistleblowers, Fluitec has implemented the following mechanisms:

1. **Confidential Reporting:** Whistleblowers can report concerns confidentially through designated channels, such as a general email address or suggestion/feedback boxes.
2. **Informed Consent:** Whistleblowers are informed at the outset about who will need to be involved or informed. Consent is sought before sharing information with additional parties.
3. **Confidentiality Maintenance:** The outcome of the whistleblowing process is kept confidential to protect the identity of the whistleblower.

4. **Training and Awareness:** Enhanced training is provided to those handling the grievance procedure to ensure they understand the importance of confidentiality and non-retaliation.
5. **Disciplinary Action:** Strict disciplinary action is enforced in cases of confidentiality breaches.
6. **Independent Assessment:** Collaboration with independent third parties to assess risks for vulnerable stakeholders and ensure their protection.

5. Continuous Improvement

Fluitec will regularly review and update this policy to ensure its effectiveness and alignment with best practices.

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