

1 Attitude

Kedali Sweden encourages all employees to raise concerns about possible improprieties in matters of financial reporting and other malpractices at the earliest opportunity and in an appropriate way.

2 Target

This policy supports our values, ensures employees can raise concerns without fear of suffering retribution, and provides a transparent and confidential process for dealing with concerns.

This policy not only covers possible improprieties in matters of financial reporting but also fraud, corruption, bribery, or blackmail, criminal offenses, failure to comply with a legal or regulatory obligation, endangering the health and safety of an individual, and concealment of any of the above.

3 Audience

This policy applies to all individuals associated with Kedali Sweden, including employees, contractors, consultants, vendors, and partners. It covers various aspects of conduct, including but not limited to integrity, professional behavior, and compliance with laws and regulations.

4 Behavior

4.1 All concerns raised will be treated fairly and properly.

Suppose any stakeholder of Kedali Sweden believes that malpractice exists in the company. In that case, he or she should report this immediately to their own line manager or their contact person for external stakeholders. However, if for any reason they are reluctant to do so, then they should report their concerns to the HR department or via the designated whistleblowing channel.

4.2 Report

We will not tolerate the harassment or victimization of anyone raising a genuine concern. Any individual making a disclosure will retain their anonymity unless they agree otherwise. We will ensure that any individual raising a concern is aware of who is handling the matter. We will ensure no one will be at risk of suffering some form of retribution because of raising a concern, even if they are mistaken.

Note:

- Matters that are related to employment, working environment, and performance should be referred to your manager, your manager’s superior, or HR.
- Matters that are related to health and safety should be reported to the IA system or to HSE directly.
- Matters that are related to the quality of the product should be reported with the reporting tools for quality matters or to the quality team.

4.3 Serious situations

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If these channels have been followed and employees still have concerns, or if employees feel the matter is so serious that it cannot be discussed with any of the above, they should contact local authorities or the reporting employee’s union representative.

5 Responsibility

All employees are responsible for following the standards of this policy.