



Third Party Whistleblower Policy

At Schoeller Allibert we are committed to being the first-choice partner for our customers. To maintain our reputation for producing safe, high-quality products, we are committed to going beyond mere compliance with the law and strive to uphold high ethical standards in everything we do.

This policy applies to all (current and former) suppliers, service providers, (sub-)contractors and their respective employees (jointly: **Interested Parties**), of the Schoeller Allibert group. A separate (internal) whistleblower policy applies to (former and current) directors, officers, employees, interns, trainees, and volunteers of Schoeller Allibert.

We encourage all Interested Parties to raise serious concerns about a (suspected or known) violation of applicable laws and regulations or other misconduct with their Schoeller Allibert contact or Schoeller Allibert's management initially as in most cases this should result in your concern being addressed satisfactorily. This policy covers any concerns about (i) conduct that is in breach of (EU) laws and/or regulations, including in the areas of product safety and compliance, transport safety, protection of the environment, food and feed safety, public health, consumer protection, protection of privacy and personal data, (ii) possible fraudulent or corrupt conduct, and/or (iii) breaches of competition laws.

In case raising your concern with your Schoeller Allibert contact or Schoeller Allibert's management is not appropriate for any reason, you can report your concerns to the General Counsel:

Schoeller Allibert
Attn. General Counsel
Taurusavenue 35 (*Zuidtoren*, 17th floor)
2132 LS HOOFDORP
THE NETHERLANDS

Telephone: +31 (0)88 0047312
Email: sabine.kerkhof@schoellerallibert.com

In case you have a concern or an enquiry which does not relate to (suspected or known) illegal or unethical behavior or wrongdoing, please discuss this with your regular Schoeller Allibert contact.

All concerns will be treated confidentially and if you ask for your identity to be protected, it will not be disclosed without your consent. All disclosures will be treated in a confidential and sensitive manner. All reports will be assessed and considered by Schoeller Allibert, and a decision will be taken whether the reported conduct should be investigated. The filing of a report does not guarantee, however, that the matter will be formally investigated. If any reported misconduct is investigated, the investigations will be conducted in a fair and objective manner.

When you file a report, you will receive an acknowledgement of receipt within seven (7) days after the date the report was received by Schoeller Allibert, provided your identity, and contact details are made known to us. Where appropriate, a progress update will be provided to you. In all cases, we will inform



Schoeller Allibert
efficient by design  circular by nature

you of the status of the investigation and actions taken (if any) within three (3) months after receipt of your initial report.

All suppliers, service providers, (sub-)contractors of Schoeller Allibert and their respective employees who raise concerns in good faith will not suffer detrimental treatment in anyway, regardless of the outcome of the investigations. Deliberately filing a false report or reporting in bad faith, however, will be reviewed extremely seriously by Schoeller Allibert Group.