

# Vistrol Whistleblowing Policy Statement

## Introduction

At Vistrol, we are committed to maintaining the highest standards of integrity, transparency, and accountability in all areas of our business. To support this commitment, we have established a Whistleblowing Policy that encourages employees, partners, customers, and stakeholders to report any concerns regarding unethical or illegal activities within our organization.

## Our Objective

We believe that providing a safe and confidential channel for raising concerns is essential to fostering a culture of integrity. The Vistrol Whistleblowing System enables individuals to report, in good faith, any suspected incidents of fraud, bribery, corruption, breaches of our code of ethics, conflicts of interest, health and safety violations, information security breaches, or other unlawful or unethical behaviour.

## Our Commitment

**Vistrol assures all reporters that:**

1. Reports will be handled confidentially and investigated thoroughly.
2. The identity of individuals who raise concerns will be protected to the greatest extent possible, and anonymity will be respected if requested, except where disclosure is required by law.
3. No one raising a concern in good faith will face retaliation, harassment, or discrimination, even if the report is later found to be unsubstantiated.
4. Any concerns raised will be taken seriously, and the appropriate action will be taken to address any verified issues.

We encourage anyone who becomes aware of any conduct that violates our standards or the law to report it promptly. By doing so, you help ensure that Vistrol continues to operate with the highest levels of ethical conduct and accountability.



**Arthur Manfred**

Managing Director | Vistrol Group

