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### Who does this procedure apply to?

According to the legislation, this procedure applies to all companies and organisations - from the private and public sector - with at least 50 employees that need to set up an internal reporting channel.

Naturally with sufficient guarantees in terms of independence, confidentiality, follow-up and data protection.

GIS International in Belgium is therefore not legally obliged to follow this but, according to its Corporate Social Responsibility policy, wishes to bring this regulation into force.

### What is the whistleblowing directive about?

The directive lays down minimum standards for the protection of whistleblowers.

These are individuals who have identified certain breaches during their employment or cooperation with a public or private company and wish to report them.

Violations of rules on public procurement, financial services, money laundering prevention, public health, environmental protection, data protection ...

### Who does this directive protect?

The protection applies to all persons who are economically vulnerable and wish to report a breach identified in a work-related context.

This includes

- current employees
- former employees
- self-employed workers
- personnel of subcontractors & suppliers
- interns
- family, colleagues and confidants of the whistleblower.


Anonymous whistleblowers are also covered if they are later identified.

The whistleblower can be an employee or former employee, but the scope is very broad.

A director, shareholder or self-employed service provider can also invoke the protection of these regulations.

The reporter must make a report in good faith about facts occurring in a professional context.

he protection means that he/she/they receives support and is protected against reprisals such as dismissal.

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### What can this notification be about?

Notifications are possible for violations in the following areas:

- Safety & health of all persons
  - Own employees
  - Customer employees
  - Employees at destination
  - Employees shipper
  - Road users
  - ...
- Road safety
- Security
- Terrorism
- Financial fraud
- Tax evasion
- Social fraud
- Privacy & personal privacy
- Information security
- Racism and racist statements
- Discrimination
- Inappropriate behaviour including aggression, bullying,...
- Bribery
- Distortion of competition
- Consumer protection
- Protection of the environment

### Protection of the reporter

If a report is made, it is important to know that the reporter is protected from any retaliation or unfavourable treatment.


Importantly, the employee (or licensed subcontractor) must have reasonable grounds to believe that at the time of the report, the information obtained is correct.

Only under these conditions can the reporter enjoy protection.

In the case of false reporting or a report that intentionally contains incorrect information, the Whistleblower Act does not apply and therefore there is no protection.

### What does this regulation not apply to ?

These regulations do not replace normal procedures for dealing with individual complaints or irregularities.

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### Whistleblowing procedure

Notification via website => <https://gisinternational.net/contact/>

Email : field is not mandatory to fill in but if the whistleblower wants to be informed about the status of the complaint he/she/they can create a free anonymous gmail-account without traces to his/her/they name.

Name : fill in "anonymous"

Subject : fill in "whistleblowing notification"

The notification mail will be transferred to the internal confident person(s).

Name \*

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E-mail

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Subject \*

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Message

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Signed on 13 February 2024, Eindhoven (Netherlands)