



## Why is there a Whistleblowing Process?

PERI's whistleblower system gives you the opportunity to inform us about violations of legal regulations and/or compliance rules. Managers, employees, customers, business partners of PERI, or other third parties can report justified suspicions Compliance violations through the Whistleblower System.

PERI will investigate on these allegations to protect the Company, its assets and all of us employees from potential economic or personal damage, fines and bad reputation.



## Which topics can be reported and how can I report?

You can use the reporting system to report breaches of our Code of Conduct, the (Functional- Group Directives) or violations of the law including but not limited to issues relating to bribery and corruption, competition law, fraud, financial crime, international trade controls, rights and protection of individuals, or conflicts of interest:

<https://peri.integrityline.com/frontpage>

For a report to be lawfully processed and investigated, it is important that the report is as specific as possible. It is helpful if you answer those five questions when reporting:

- What? - What happened? Description of the facts.
- Who? - Who is affected?
- When? – When did the incident occur?
- Where? – Where did the incident take place?

Allegations can be submitted at any time and in any language.



## How does PERI protect the anonymity of whistleblower?

PERI established a clear "Need to Know" - principle regarding the identity of the whistleblower. Therefore, the identity of a whistleblower – if known to the Compliance Organization – is only shared with other people if 100% necessary.

The Whistleblowing Tool also provides the option to report fully anonym without depositing contact details. We will then communicate via a safe post box with the whistleblower. But PERI encourages employees to share their name to facilitate an efficient process.



## Where can I Find More Information?

Further and more detailed information can be found on [the PERI Whistleblowing System Page](#). If you have any questions, you can also contact your [local Compliance Officer](#) or the Compliance Helpdesk ([compliance.helpdesk@peri.com](mailto:compliance.helpdesk@peri.com)).