



## INSTRUCTIONS FOR WHISTLEBLOWING

We strive to operate BALTIC Safety Products in a long-term and sustainable manner. Therefore, we are keen to ensure that any misconduct that could seriously harm the business or our employees is detected and investigated as early as possible. To facilitate reporting of misconduct that violates applicable legislation, we have established a whistleblowing solution. All reports are received and handled anonymously by an external party. Please note that only individuals with a direct connection to BALTIC Safety Products' operations are covered by the protection under the whistleblower legislation (Act 2021:890 on the protection of persons reporting misconduct).

## REPORTING VIA INTERNAL WHISTLEBLOWER CHANNELS

Reports can be submitted in writing via the website [wb.2secure.se](https://wb.2secure.se) or orally by phone at 077-177 99 77. You may choose to remain anonymous through both reporting channels. If you wish to report via a physical meeting, this can be requested by registering a report on the website [wb.2secure.se](https://wb.2secure.se). The physical meeting will be held either with a representative from BALTIC Safety Products or with BALTIC Safety Products' whistleblower service provider, 2Secure, as agreed.

When registering a new report on [wb.2secure.se](https://wb.2secure.se), you must enter the company-specific code **bas296** to identify that the report is being submitted for BALTIC Safety Products. On the website, you will be asked to answer a series of questions regarding the matter being reported. You can remain anonymous and will be assigned a unique case number and a password, which must be saved to actively log in to the website, follow the report, and communicate with the case handler at 2Secure.

Once a report is registered, it is processed by experienced case handlers at 2Secure, who contact BALTIC Safety Products' primary contact person based on a predetermined contact list with multiple names. If the primary contact person is the subject of the report, another person on the contact list will be informed. Ultimately, BALTIC Safety Products assesses the report and determines the appropriate actions to be taken. When you report through BALTIC Safety Products' internal reporting channels, you are entitled to protection under the law (2021:890) on the protection of persons reporting misconduct.

## REPORTING VIA EXTERNAL WHISTLEBLOWER CHANNELS

In addition to reporting through BALTIC Safety Products' internal whistleblower channel, you may also report externally to a competent authority within a specific area of responsibility or to one of the EU's institutions, bodies, or agencies. Even when reporting externally, you are entitled to protection under the law (2021:890) on the protection of persons reporting misconduct. The following authorities have been designated as competent authorities and have established external reporting channels:



The Swedish Work Environment Authority

The National Board of Housing, Building, and Planning

The Swedish Electrical Safety Authority

The Swedish Economic Crime Authority

The Estate Agents Inspectorate

The Swedish Financial Supervisory Authority

The Public Health Agency of Sweden

The Swedish Agency for Marine and Water Management

The Swedish Authority for Privacy Protection

The Inspectorate for Strategic Products

The Health and Social Care Inspectorate

The Swedish Chemicals Agency

The Swedish Consumer Agency

The Swedish Competition Authority

The National Food Agency

The Swedish Medical Products Agency

The County Administrative Boards

The Swedish Civil Contingencies Agency

The Swedish Environmental Protection Agency

The Swedish Post and Telecom Authority

The Government Offices of Sweden

The Supervisory Board of Public Accountants



The Swedish Tax Agency

The Swedish Forest Agency

The Swedish Gambling Authority

The Swedish Energy Agency

The Swedish Board of Agriculture

The Swedish Board for Accreditation and Conformity Assessment

The Swedish Radiation Safety Authority

The Swedish Transport Agency

## **ABOUT THE LEGAL RIGHT TO DISCLOSURE PROTECTION**

The whistleblower legislation, Act (2021:890) on the protection of persons reporting misconduct, provides protection for whistleblowers under certain conditions. In addition to the ability to report suspected misconduct under the whistleblower legislation, there is also a right to freedom of communication and procurement under the Freedom of the Press Act and the Fundamental Law on Freedom of Expression. This means that employees (with some exceptions) in both the private and public sectors may, without legal consequences, disclose otherwise confidential information for publication in mass media covered by the Freedom of the Press Act or the Fundamental Law on Freedom of Expression.

For employees in public operations or other activities where disclosure protection applies under the Act (2017:151) on disclosure protection in certain private operations or the Public Access to Information and Secrecy Act (2009:400), additional protection is granted. This extended protection includes a prohibition on investigating the identity of the informant and a prohibition on reprisals. The prohibition on investigating means that an authority or other public body, as a general rule, may not investigate who has provided a message for publication. The prohibition on reprisals means that public bodies may not take actions that result in negative consequences for an individual because they have exercised their freedom of expression and communication. Violations of these prohibitions on investigation and reprisals are punishable by fines or imprisonment for up to one year (Chapter 3, Section 4 of the Freedom of the Press Act and Chapter 2, Section 4 of the Fundamental Law on Freedom of Expression).