

Flint Group Packaging Solutions Global Retaliation Policy Overview

Trustworthy is one of Flint Group Packaging Solutions' core values. We are committed to maintaining a workplace where all employees feel safe to voice concerns without fear of retaliation. This policy outlines our commitment to protecting those who report unethical behaviour, ensuring that our work environment remains supportive and transparent.

Key Principles / Commitments:

Encouragement to Report: We encourage all employees and associated third parties (such as contractors and suppliers) to report any activities they believe to be unethical, illegal, or harmful. This includes reporting discrimination, harassment, fraud, safety concerns, and other unethical behaviours.

Protection from Retaliation: Retaliation against individuals who report concerns in good faith is strictly prohibited. This includes any adverse actions such as demotions, salary reductions, job reassignments, or any form of harassment. We also recognize indirect forms of retaliation, such as ostracism or negative references, and take them seriously.

Confidential Reporting: We provide multiple channels for reporting concerns, including an anonymous reporting system that is available 24/7. Employees and associated parties can report their concerns securely and confidentially.

Investigation Process: All reports of suspected misconduct are thoroughly investigated. We ensure that no conflicts of interest arise during the investigation process, and appropriate actions are taken based on the findings.

No Retaliation Policy: We strictly forbid retaliation against anyone who:

- Files a complaint or participates in an investigation,
- Resists or reports discriminatory actions,
- Requests accommodations, or
- Seeks to rectify compensation disparities.

Compliance with Legal Standards: Our policy is in line with global standards, including the EU Whistleblowing Directive, which provides additional protections for those who report misconduct.

Consequences for Retaliation: Any violation of this policy may result in disciplinary action, up to and including termination of employment, and could also lead to civil or criminal proceedings.

Commitment to a Safe Work Environment

Flint Group Packaging Solutions is dedicated to fostering a culture of openness and accountability. We believe that protecting our employees from retaliation is crucial to maintaining a positive and ethical work environment.