

Piła, 21st of August 2023

Whistle-Blowing Policy

Considering long-term actions undertaken by the Company and aimed at ensuring its sustainable development, MAG Sp. z o.o. provides a whistle-blowing channel via an external independent platform.

Non-conformities may be reported by personnel of the Company, its future employees, counterparties and by everyone who may be affected by the business of MAG.

The whistleblowing channel is available at <https://mag.whiblo.pl/>.

Reporting non-conformities using the above form guarantees full anonymity. No personal data are entered or given in the form, but only relevant information that enables the Company to react adequately, namely:

- / a date or period of non-conformity,
- / an indication of a place of event,
- / a description of non-conformity, and
- / a person(s) who has committed an act.

In addition, in order to illustrate a case, you may add attachments (maximum size of files 20 MB in the following formats: xls, xlsx, doc, docx, ods, odt, pdf, jpg, bmp, png, txt, csv).

Such notices will be registered. Upon reporting a non-conformity, a whistle-blower will receive a confirmation of notice, a login and a password, which may be used to check its status.

A notice is given to a coordinator, who carries out an initial check and directs it to persons authorised to analyse a notice and take actions in order to eliminate non-conformities.

Within 3 months of filing a notice, the Company will provide feedback that determines remedial measures taken. If any information provided is incomplete, unclear or prevents taking remedial measures, the Company will advise the whistle-blower to this effect.

One should always keep in mind that information provided in this manner should be true and verified, because it may have a major impact on life and activity of others.

All notices are recorded and archived for the period of 5 years. If necessary, for example in case of claims related to a notice, a period of storage is extended until the limitation of claim.

In order to maintain this portal, the Company has used state-of-the-art technical solutions that are to provide the anonymity of a whistle-blower. Moreover, all persons involved in the whole process are obliged to maintain full confidentiality of any information received. All notices are confidential and data received as a result are processed according to applicable regulations. Detailed rules of data processing are included in the information clause on the whistle-blowing website.