

Our Whistleblowing service

Lifco strives to maintain a transparent business climate and a high level of ethics. The whistleblowing service is a channel to communicate suspected deviations from our ethics guidelines.

The whistleblowing service makes wrongdoings less likely to occur in the first place and shows our commitment to operating in a fair way.

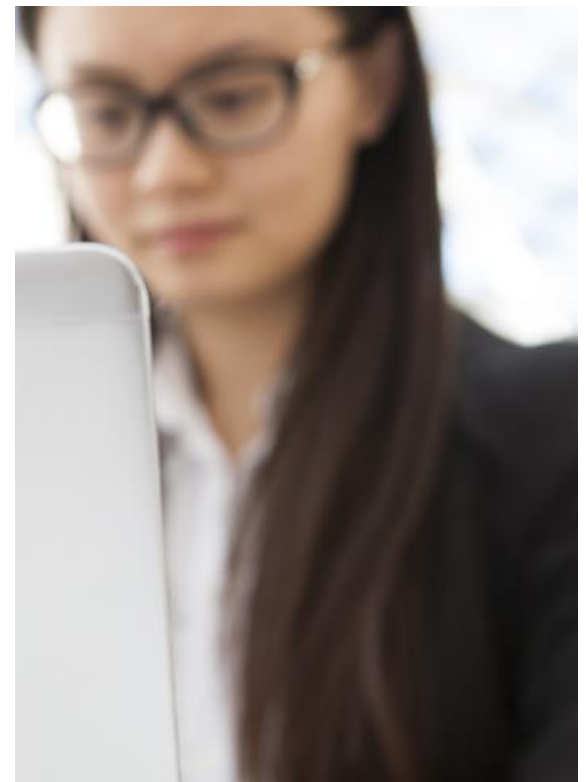
We want to do what's right.



When to use the whistleblowing service

You can use the whistleblowing service to communicate a suspicion of misconduct, an action that is against our ethics guidelines, for example:

- Safety deficiencies in the work place
- Fraud or corruption
- Serious forms of discrimination and harassment
- Environmental crimes



The whistleblower should feel confident

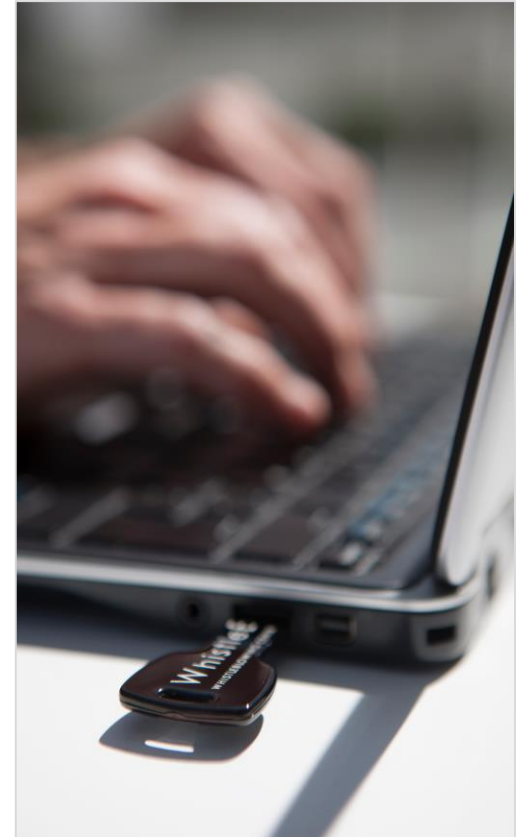
- A whistleblower is protected from retaliation in accordance with our Whistleblowing guidelines. You do not need to have concrete evidence for expressing a suspicion, provided that you are acting in good faith.
- Whistleblowing messages are treated confidentially.
- You should primarily contact your manager or supervisor with your concern. However, we respect those who want to communicate anonymously. We therefore offer a channel for anonymous communication, provided by an external party, WhistleB.

Anonymous reporting and dialogue – how does it work?

- 1.** A person sends a message through the external web-based whistleblower communication channel, which is also accessible through smart phones.
- 2.** Further dialogue with the anonymous person is possible thanks to a personal ID and password given at the end of the reporting session.
- 3.** The person sending the message can log in and read a response from the whistleblowing team. The dialogue can continue as long as the whistleblowing team and the whistleblower wish.

How is the anonymity of the whistleblower protected?

- The whistleblowing service is completely separate from Lifco's IT systems.
- It is not possible to track an anonymous whistleblower. WhistleB does not store IP addresses or information connected to the source of attached documents.
- All reports are strongly encrypted, in storage and in communication, and can only be decrypted by designated individuals. WhistleB is unable to decrypt and read reports.



We safeguard a serious and reliable investigation process

- The investigation process is described in our Whistleblowing guidelines, available on <https://lifco.se/sustainability>
- The whistleblowing team, responsible for receiving reports and managing cases, consists of Per Waldemarson, CEO Lifco
- Personal data is deleted when the investigation is complete.



WhistleB Whistleblowing Centre

- 20 years of experience in the field of sustainability and organisational ethics work.
- Whistleblowing service provider with a focus on high data security and user-friendliness.
- WhistleB is compliant with ISO 27001, information security.
- Global service, available in more than 40 languages and in nearly 150 countries. For more information, please visit: www.whistleb.com

