

## Whistle-blower function

To ensure your anonymity, the reporting tool IntegrityLog is provided by an external and independent actor. The reporting channel is encrypted, and password protected. You never have to reveal your identity if you do not want to.

To make your report, copy this address <a href="https://instalco.integrity.complylog.com/">https://instalco.integrity.complylog.com/</a>. Once you have completed your report, you will receive a code that you should save in order to follow up on your case.

Notifications received through the external reporting tool are only received and handled by authorized personal at Instalco. Upon receipt, the competent staff will decide whether the information received is of such nature that it should be handled within the framework of the whistle-blower system and forwarded to the Instalco whistleblowing committee.

If you have made a report through the whistleblowing reporting tool and written down the code that you receive when you complete your report, you can follow up your case via <a href="https://instalco.integrity.complylog.com/">https://instalco.integrity.complylog.com/</a>. Log in regularly as investigators may need to ask you additional questions and, in some cases, want to act as quickly as possible. As the person reporting via the system, you can choose whether you want to provide your contact information or if you want to remain anonymous. Regardless, all reports are taken seriously and are investigated. For external investigators, it can facilitate the continued work if you can be contacted for additional information. Therefore, contact details will be requested. However, it is always completely optional to provide this information.

No IP addresses are registered, and the system does not use cookies. If you use a computer that is connected to Instalco, however, it may appear from the Internet log that you have visited the page where the report is made. If you do not want this to be visible, use a computer that is not connected to Instalco, network.

All data communication and storage of personal data is encrypted to prevent them from being distorted or coming to the knowledge of unauthorized persons.

When Instalco has received and verified a case through the whistleblowing reporting tool, Instalco hands over the case to the CEO of the company in question.

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