

Whistleblowing Policy and Protection of Whistleblowers at YABIMO

1. Purpose of the Policy

The purpose of this policy is to ensure compliance with the Act of 14 June 2024 on the protection of whistleblowers and to create a working environment in which every person associated with YABIMO can report violations of law in a safe, confidential manner, free from any retaliatory actions.

2. Scope of Application

This policy applies to all employees, associates, persons providing work for YABIMO, and other individuals entitled to report violations of law in connection with their work.

3. Definitions

- Whistleblower – a natural person who reports or publicly discloses information about a violation of law obtained in a work-related context.
- Violation of law – any act or omission that is unlawful or intended to circumvent the law, particularly in areas specified by the Act.
- Retaliatory actions – any actions or omissions that may infringe the rights of the whistleblower in connection with the report.

4. Principles of Reporting Violations

YABIMO provides designated reporting channels for violations of law, both named and anonymous. Every report is treated with the highest confidentiality and considered impartially. The whistleblower is protected against any retaliatory actions, regardless of the validity of the report, provided they acted in good faith. Reports may concern violations of law within the scope defined by the Act, in particular: corruption, public procurement, environmental protection, consumer protection, personal data protection, product safety, public health, labor law, and other areas specified in the regulations.

5. Personal Data Protection

All personal data processed in connection with the reporting of violations of law are protected in accordance with GDPR regulations. The whistleblower and persons concerned by the report receive an appropriate information clause.

6. External Reporting

The whistleblower has the right to make an external report to the competent public authority if they believe that the internal report did not bring the expected result or if there is a risk of retaliatory actions.



7. Final Provisions

The policy is available to all interested parties at HRP and on the company website. Any questions regarding the policy should be directed to the designated Whistleblower Officer.

Approved on

Michał Olesiński

President of the Management Board & CEO