

ANTI-CORRUPTION SYSTEM

Whistleblowing procedure

Any Umanis employee or any person or third party may use the whistleblowing procedure in compliance with the law and the rules applicable in the country where he resides or carries out his activities, if he suspects a violation of the Code of Ethics or Umanis policies and rules.

Umanis Ethics

A specific organization

- An Ethics committee
- An Ethics manager

His role

Define, implement and maintain the Umanis Ethics Program

**Umanis,
a strong
ethical
culture**

To report a violation

- Reporting to immediate line manager
- Implementing the procedure

Category of breach & infringement alert

- Anti-trust & competition
- Payments to public officials
- Financial and non-financial reports
- Protection and use of assets
- Conflicts of interest
- Gifts and leisure activities
- Confidentiality
- Privacy and personal information...

We will make every effort to respect wishes for confidentiality expressed by any person intending to file a report. Umanis is committed to ensuring that no employee will suffer any form of discrimination, change of status, harassment or other as a result of using the whistleblowing procedure or providing information in good faith.

A complete integrity program



An Ethics Code



A whistleblowing procedure



Certified procedures



Accessible training and awareness-raising



An on-going communication structure

Umanis whistleblowing procedure



Who can be a whistleblower?

Reports can be filed by employees but also by external and occasional co-workers of the company



How to whistleblow?

With the « [FOR] Constat d'alertes Signalements », " form (declaration of whistleblowing), available on the Umanis intranet(U-Connect)



Umanis commitment

Respect for confidentiality
Treatment without discrimination or harassment
Corrective action

