

Whistleblowing

Report your concerns

Emberion upholds full transparency and integrity as fundamental pillars for the sustainability and enduring success of any company. We mandate all Emberion affiliated companies to adhere to contemporary good corporate governance principles, promoting equality, diversity, and responsibility in their operations. Consequently, Emberion provides a whistleblowing channel open to everyone. We encourage you to report any observed or suspected illegal actions or breaches. It is imperative for us to be aware of any breaches, maladministration, misconduct, or deficiencies to intervene and enhance our activities.

Examples of concerns include, but are not limited to:

- Suspicion of fraud, corruption, or money laundering
- Violation of economic sanctions
- Error reporting or manipulation of information or accounting
- Cases of harassment, discrimination, or racism
- Breaches of health and safety regulations
- Violation of environmental and human rights laws

Before Reporting

Reports should be made in good faith. The whistleblower has the discretion to decide what information to provide. There is no requirement for the whistleblower to prove the event, act, or omission. However, to enable us to take appropriate follow-up actions, the report should contain as much detail as possible and, if available, supporting evidence.

The whistleblower's name will only be known to those processing the report. We do not allow any form of retaliation against any employee who reports alleged misconduct in good faith. Knowingly making a false report may result in a fine and compensation. If so desired, a whistleblower can also report anonymously.

The Process

Complete the form:

<https://data.doks.fi/whistleblower/d05bb0a0-d0a4-497f-9a7b-74963f77c91e/87271b71-6cdd-452d-83af-6b0295707b99>

The whistleblower will receive an acknowledgment of receipt within seven days from our Compliance Officer. All reports are treated seriously and investigated thoroughly. External advisors may be engaged confidentially if necessary. The whistleblower will receive feedback on the notification within 90 days.