

## Our system for Whistleblowing

A whistleblower is a person who reports wrongdoing in the company's operations. A notification can be submitted by employees, suppliers, contractors, subcontractors, self-employed workers, volunteers and trainees, shareholders and persons who are part of a company's administrative, management or supervisory bodies who are active in the company. This policy is also applicable to persons who were previously employed within Götessons Design Group if the misconduct occurred during employment, as well as persons who have not yet started at Götessons Design Group where information about violations has been acquired during the recruitment process or other negotiations prior to entering into an agreement.

### What to report

The whistleblower system is for reporting actual or suspected misconduct within the Götessons Design Group group and violations of laws and regulations. The information that is reported must be of interest to a wider circle of people, not just the whistleblower, and there must also be a legitimate interest in the information coming to light. A whistleblower does not need to have solid evidence to raise a suspicion, but the report must have been made in good faith (i.e. the whistleblower must have had reasonable grounds to believe that the information about reported violations was true at the time of reporting).

### Examples of misconduct that can be reported:

- Deviations from the company's code of conduct or other internal policies and procedures
- Suspicions of corruption or conflicts of interest
- Risk of a lack of product safety
- Shortcomings in handling personal data
- Serious environmental violations
- Second violation of EU law or Swedish law

[If you want to report something, click here!](#)