



Precoro Whistleblower Protection Policy

1. Commitment to Whistleblower Protection

Precoro unequivocally commits to protecting whistleblowers from any form of retaliation, including:

- Dismissal or demotion
- Harassment or intimidation
- Discrimination or adverse changes in working conditions
- Threats or any negative treatment resulting from whistleblowing

We aim to create a safe space for raising concerns to ensure all voices are heard and acted upon responsibly.

2. Consequences of Retaliation

Precoro enforces a **zero-tolerance** policy for retaliation.

- Any individual found to have retaliated against a whistleblower will face disciplinary actions, which may include:
 - Written warnings
 - Suspension
 - Termination of employment or contract
 - Severe cases may result in legal action, depending on applicable laws.
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3. Mechanisms to Ensure Whistleblower Protection

1. Confidentiality Measures:

- Reports will be handled with the utmost discretion.
- Access to whistleblower details will be restricted to authorized personnel involved in the investigation.
- Information will only be shared on a need-to-know basis and with the whistleblower's consent wherever possible.

2. Risk Assessment:

- Independent third parties may be engaged to assess risks, particularly for vulnerable stakeholders.
- Proactive steps will be taken to mitigate identified risks.

3. Secure Reporting Channels:

- Whistleblowers can report their concerns through secure channels through online form: precoro.com/whistleblower-form

4. Informing Whistleblowers:

- Whistleblowers will be informed at the outset about who may need to be involved in investigating their concerns.

5. Training for Personnel:

- All staff handling grievances or whistleblowing reports will undergo enhanced training on confidentiality, anti-retaliation policies, and appropriate investigation procedures.

6. Disciplinary Action for Breaches:

- Any breach of confidentiality or mishandling of whistleblower reports will result in disciplinary actions, which may include termination of employment.
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4. Process Transparency and Confidentiality

- Whistleblowers will be informed about the progress and outcome of the investigation, while ensuring the confidentiality of all parties involved.
 - Outcomes will only be shared with relevant individuals to prevent unnecessary exposure.
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5. Collaboration with Third Parties

To strengthen our whistleblower protection measures, Precoro may collaborate with independent organizations to:

- Assess risks for vulnerable stakeholders
 - Conduct impartial reviews of complaints and outcomes
 - Provide additional resources and support to whistleblowers
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6. Contact Information

If you need to report a concern or have questions about this policy, you can contact us securely through the Online Form: get.precoro.com/whistleblower-form.

Precoro is dedicated to upholding the principles of trust, fairness, and protection for all individuals who come forward with concerns.

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