

POL – Whistleblowing

Version 1

1 Purpose

WAVY MEET S.à r.l. is committed to ethical conduct and creating a secure environment for reporting breaches of the law. This Whistleblowing policy ensures safe reporting and protection for those reporting knowledge or suspicion of breaches of national or European law by the company.

2 Who Can Report a Concern

Reporting is open to employees, contractors, interns, and anyone with work-related information about a breach of law by WAVY MEET S.à r.l.

3 What Can Be Reported

Only serious cases involving illegal acts or omissions should be reported under this policy. Other concerns can be reported through alternative channels provided by the company.

4 Process for Reporting

Reports are submitted through a confidential email address (whistleblow@wavymeet.com), ensuring privacy.

5 Handling of Reports

Upon receipt, confirmation will be sent within seven days. Reports are assessed, and if in scope, passed to the appropriate authority for further action. Feedback is provided to the reporter within three months.

6 Investigation

Internal or external investigations may be conducted to gather information for resolution. Impartial investigators assess the report, hear from the reporter and the subject, and submit a report to the relevant authority for appropriate action.

7 Protection Measures

Retaliation is strictly prohibited. Protective measures, such as adjustments to working conditions, may be applied. Those experiencing retaliation can request remedial action.



8 Data Retention and Storage

All information is processed in compliance with the company's data protection policy. After consideration, reports are anonymized for historical assessment.