

Whistleblowing system

Propriety is an essential factor for Frode Laursen. It is important to us to have good business ethics, to treat every employee and partner with respect, and to comply with local legislation in all the countries in which we operate.

If you find that we as a company, or a manager or colleague, are not complying with relevant legislation or the guidelines in our Code of Conduct, you can as an employee report this using our Whistleblowing system.

What can be reported?

- Criminal offences, e.g. misuse of funds, theft, fraud, embezzlement, scams or bribery.
- Serious breaches of safety at work.
- Serious personal conflicts in the workplace, e.g. severe cases of harassment.
- Sexual harassment, e.g. any form of unwanted verbal, non-verbal or physical behaviour with sexual undertones with the aim or effect of undermining a person's dignity, in particular by creating a threatening, hostile, degrading, humiliating or unpleasant atmosphere.

Who can submit a report?

Anyone who suspects circumstances that are in contravention of laws, regulations, policies or guidelines, and that seriously affect the company or its employees, can submit a report. All employees (regardless of form of employment) at Frode Laursen, customers, suppliers, partners and other stakeholders.

What should I do if I want to report something via the Whistleblowing system?

All complaints should be sent either in writing to wb@frode-laursen.com or by contacting HR Manager, Trine Bank Hansen. The HR Manager is the only person who receives the complaints. When submitting a report, you will receive confirmation of receipt within seven days, and feedback on the outcome of the case, followed by a considered response, within three months. You also have the option of reporting to one of Frode Laursen's board members.

As we take all complaints seriously and want to be able to actively follow up and investigate the matter in depth, we do not accept anonymous complaints. If requested, it can be agreed to keep the name of the reporting party anonymous when dealing with the case. At Frode Laursen we always base decisions on facts, and it is also essential when reporting matters that you have reasonable grounds to assume that something unlawful is going on.

You can be fully confident when reporting matters via the Whistleblowing system that as the reporting party you are protected from any form of reprisals.