

Raising a concern (whistleblowing)

The QRILL Company treasures openness and transparency to maintain a corporate culture in which people deliver excellent results in a responsible manner. We believe that good communication throughout the organization promotes a better work culture. Our value; We give Support & Build Trust encourage to openness and commits us as a company to always encourage discussions and questions from our employees and stakeholders.

What is whistleblowing?

Whistleblowing means reporting possible violations of applicable laws, regulations or ethical guidelines in the countries where The QRILL Company operates. Examples of violations may include fraud and corruption, harassment, discrimination, violations of environmental and human rights laws, and other breaches of The QRILL Company's Code of Conduct. As an employee of The QRILL Company, you are expected to report any suspicions of violations of law and our Code of Conduct.

What can be reported?

When making a report, you decide yourselves what information you provide, and there is no requirement of being able to document the issue you are reporting. However, the more details and documentation provided the easier it will be for The QRILL Company to get to the bottom of the reported issue.

Employee conflicts, professional disagreements and issues concerning personal contracts do not fall under the scope of our integrity channel. These issues should be discussed with your manager.

How to report?

If you find it difficult to report the matter to your manager, or have done so without being heard, you may contact the Company's Chief Financial Officer, who also holds responsibility for compliance (Anders Isberg; anders.isberg@qrill.com / +47 482 84 068). You can also use The QRILL Company's integrity channel. The integrity channel offers the whistleblower the possibility of reporting anonymously.

The QRILL Company's principles for handling reports

- All reports are taken seriously
- All reports will be sufficiently investigated within a reasonable time frame in a fair, open-minded and objective manner
- The QRILL Company shall ensure confidentiality and information security
- The QRILL Company shall ensure protection of whistleblowers
- Whistleblowers reporting in good faith will not be subject to reprisals
- Whistleblowers will get timely feedback and information about the process
- If a concern is raised against an individual, that individual has the right to be informed of the nature and cause of the process (contradiction)
- The QRILL Company shall ensure that the process is documented in writing (notoriety)
- The integrity reports are received by the Company's Chief Financial Officer, who also holds responsibility for compliance. However, if your report relates to top management in the company or if you for other reasons would be most comfortable with someone outside the company reviewing the report, you can report directly to a member of the company's board by sending your report per email to integrity (at) qrill.com.

If you have any questions or concerns regarding The QRILL Company's procedure for the integrity channel, please reach out to The QRILL Company's CFO at anders.isberg@qrill.com.