



## Vinmar Speak-Up / Whistleblower Policy

Vinmar conducts business with integrity, ethics, and legal compliance. We want all employees, contractors, suppliers, and partners to feel confident raising concerns about potential violations of laws, regulations, or company policies.

### Why Speak Up

Reporting concerns helps protect our people, strengthen our ethical culture, and safeguard Vinmar's reputation. Speaking up ensures issues are addressed quickly, transparently, and fairly, contributing to a safe and responsible workplace worldwide.

### Who Can Report

This policy applies globally to:

- All employees (full-time, part-time, temporary, or contract)
- Contractors, consultants, suppliers, and partners
- Directors, officers, and representatives acting on Vinmar's behalf

### How to Report

Concerns can be raised through multiple channels:

#### Ethics Hotline (anonymous where permitted)

- [www.lighthouse-services.com/vinmar](http://www.lighthouse-services.com/vinmar)
- Mobile App: keyword "Vinmar"
- Email: [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com)
- Regional toll-free numbers

#### Direct Reporting: Compliance, Legal, Human Resources, or Management

- Reports may be made anonymously where local laws allow.

### Confidentiality and Protection

- All reports are handled confidentially to the fullest extent possible.
- Retaliation against anyone reporting in good faith or assisting in an investigation is strictly prohibited.
- Retaliation includes termination, demotion, salary reduction, or negative performance actions and will result in disciplinary measures.

### Investigation and Follow-Up

- Every report is assessed promptly and investigated objectively.
- Investigations follow a documented process appropriate to the concern's severity.
- Corrective actions are implemented as needed to prevent recurrence.
- Good-faith reports are protected, even if unsubstantiated; malicious or false reports may result in disciplinary action.

### Commitment and Accountability

Vinmar is committed to fostering a culture of integrity, transparency, and ethical conduct. Everyone is expected to act responsibly, raise concerns when needed, and support investigations. Together, we maintain a safe, accountable, and ethical workplace for all.