

Whistleblower Scheme Netherlands

1. Reports of suspected wrongdoing (violations of European and national laws and regulations or of internal rules that entail a concrete obligation and that have been laid down by the employer on the basis of the law, or acts or omissions that endanger public health, safety of persons, the environment and/or public services and affect the public interest) can always be made internally as provided for in the Integrity Code, or - upon request - on location within a reasonable period of time, or externally. There is only suspected wrongdoing if there are reasonable grounds arising from the knowledge of the reporting person gained at the current or former employer or in a company or organisation where the reporting person works.

2. As stated in the Code, SGS operates in accordance with applicable laws and regulations. You will receive an acknowledgement of receipt within seven days of receipt of the report, and information about the assessment and any further follow-up within three months of the acknowledgement of receipt. We would greatly appreciate it if you would report such breaches via the [Legal & Compliance Manager](#) or the [Integrity Helpline](#), as this will allow us to respond more quickly.

3. External reports must be made through the external channels authorised by law for the matter in question. These are authorities responsible for the receipt and follow-up of a report, to the extent competent in the areas referred to in Article 2 of Directive 2019/1937. The abovementioned authorities should make the reporting procedure public. Reports can always be made in writing, by telephone or via other voice message systems, or on location within a reasonable period of time.

In this context, you can always consult a confidential advisor.

Reports of suspected wrongdoing cannot lead to detriment to the reporter if there is indeed a suspected wrongdoing as defined above.

If you have any questions about this regulation, please contact the Legal & Compliance Manager at SGS Group Benelux.

The processing of personal data by SGS under the Whistleblower Act is done in accordance with Dutch privacy legislation.

How SGS processes your personal data is clarified in our "data privacy notice / SGS Privacy Notice / Déclaration de confidentialité" found on our website www.sgs.nl.