

# Speak up! Make a difference.

**kronos**span

Help us create a safe, respectful workplace.

## What can be reported?

Harassment or discrimination;  
Unsafe working conditions;  
Fraud, theft, or unethical behavior;  
Any violation of company policy

## What no to do?

Provide deliberately false information;  
Report only about violations of personal interests.

If you witness or experience a violation, we encourage you to speak up and file a report. Reporting helps us make improvements and build a culture of honesty, fairness, and respect for everyone. Know your rights and read the Whistleblower Law and the company's whistleblowing procedure.

## How to report?

Fill out the Whistleblower report form on paper or electronically.  
The forms are available electronically and near the secure dropboxes.

## Submit confidentially

Drop it in the secure dropbox;  
Send by post to company's legal address, indicating on the envelope: "Whistleblowing report"  
E-mail to: [whistleblowing@kronospan-riga.lv](mailto:whistleblowing@kronospan-riga.lv);  
Submit directly to Senior Lawyer.

**All reports are kept confidential.**  
**You are protected from retaliation.**

**Together, we build a stronger, safer workplace.**  
**Let your voice be heard.**