

SWARCO

Group policy: Whistleblower system



Contents

1	Context	3
1.1	Introduction	3
1.2	Purpose	3
1.3	Objective	3
1.4	Scope of application	3
2	Principles of the whistleblower system	4
2.1	Information	4
2.2	Information recipients	4
2.3	Form of reporting	5
2.4	Confidentiality and anonymity	5
2.5	Protection of whistleblowers	6
3	Description of the process	6
3.1	Information management	6
3.2	Documentation	8
3.3	Review	8
4	Appendix: External reporting offices EU	10

1 Context

1.1 Introduction

All employees of SWARCO AG and its affiliated companies, its external stakeholders such as suppliers, customers etc. and third parties can, by providing information, make a valuable contribution towards revealing weaknesses in the compliance management system (CMS) and towards preventing and resolving compliance violations. As a result, adverse consequences can be avoided or at least reduced for SWARCO AG, its bodies and all other stakeholders, as well as for third parties and the environment.

In order for such information to be transmitted securely and effectively, SWARCO AG has devised a whistleblower system. This system is integrated into the CMS of SWARCO AG.

Appropriate precautions are designed to effectively protect whistleblowers against reprisals due to their reporting. Information regarding compliance violations is promptly reviewed and resolved to the required extent. The review and the measures taken are documented.

This policy describes the principles and the process of SWARCO AG's whistleblower system, which is available for all affiliated companies of the SWARCO Group.

1.2 Purpose

Companies with 50 or more employees are legally required to set up a whistleblower system. In addition to the legal requirement, SWARCO AG sees it as its duty to promote a whistleblower system so as to detect possible weaknesses in the compliance management system early on.

1.3 Objective

The whistleblower system is intended to provide a secure, effective and reliable information channel for information regarding possible weaknesses in the compliance management system as well as regarding imminent or actual compliance violations. Furthermore, the aim is to ensure that whistleblowers and other affected people are appropriately protected. Employees, external company stakeholders (e.g. suppliers and customers) and third parties should be able to communicate information without significant effort and with the assurance that they are protected against reprisals. At the same time, fair handling of the information and the people indicated in the report must be ensured.

1.4 Scope of application

The scope of application covers at least all legal and other compliance violations (and corresponding suspected cases) in the course of professional activity.

Accordingly, the following circumstances in particular may be reported:

- Corruption / bribery;
- Fraud, embezzlement;
- Cases of theft, damage, misappropriation or misuse of company assets;
- Violations of laws on the protection of intellectual property, in particular patent and trademark laws;
- Violations of antitrust and competition laws, in particular procurement rules;
- Violations of labour legislation, regulations on safety at work and on occupational health and safety;
- Conflicts of interest;

- Violations of proper bookkeeping, accounting and financial reporting;
- Violations of fiscal and social insurance law regulations;
- Violations of data protection regulations;
- Breaches of trade and business secrets and other confidential information;
- Cases of verbal and non-verbal, physical or sexual harassment, bullying, discrimination or violence at the workplace;

Human rights and environment-related risks as well as breaches of human rights or environmental obligations that have arisen as a result of the economic actions of a company of the SWARCO Group or of a direct or indirect supplier.

In addition, significant violations of the code of conduct or other internal SWARCO policies may also be reported. Even in these cases, beyond the scope of application of the applicable whistleblower protection laws, SWARCO AG assures whistleblowers of the safeguarding of their confidentiality and protection against reprisals.

By contrast, the whistleblower system is not intended for product defects nor as a “personal suggestion box”, i.e. as a reporting channel for legally irrelevant problems, for example for

- events in the private sphere without relevance to the company,
- mere dissatisfaction with colleagues or superiors,
- mere dissatisfaction with work processes or work instructions, or
- mere dissatisfaction with the quality or equipment of (social) company facilities.

For these kinds of matters with relevance to the company, in general the respective superior, the HR department or the works council are the correct points of contact, while for product defects it is the contractual contact partner.

2 Principles of the whistleblower system

2.1 Information

All information must be checked for validity, unless a piece of information contains no evidence of validity. Information must be sufficiently detailed and specified as well as comprehensible and traceable in order to enable the initiation of investigative measures.

2.2 Information recipients

All reports (both internal and external) are received by SWARCO AG’s Group Compliance department. This ensures that the information is processed promptly on the basis of its substantial content.

Group Compliance is sufficiently independent in terms of organisation and function. The department employees entrusted with the processing of information guarantee impartial actions, are not bound by instructions and are obliged to maintain confidentiality. Group Compliance has sufficient personnel and material resources to guarantee a qualified, swift and independent review and – if necessary – to initiate internal investigations.

Group Compliance can, as required, consult individual employees from other specialist areas (e.g. Group Legal, Group HR etc.) for the processing of information. Third parties (external service providers) may also be commissioned with these tasks. Group Compliance bears the exclusive responsibility for the commissioning.

Group Compliance will notify the board of the content of a piece of information if

- there is reasonable suspicion of a legal violation;
- the notification seems appropriate for preventing comparable legal violations in future; and
- endangerment of the follow-up measures is not to be expected.

Besides this, there is also the possibility to submit the report to the relevant competent authority acting as an external reporting office. An overview of the relevant competent authorities acting as external reporting offices can be found in the attachment.

Unlike the reporting channel via the SWARCO AG reporting point, external reporting channels may only be used if the information to be reported concerns a violation that falls within the scope of application of the applicable whistleblower protection law of the country concerned.

Before submitting a report to an external reporting office, all employees are encouraged to first turn to the internal SWARCO AG reporting point in order to guarantee the quickest possible resolution and immediately remedy any violations.

2.3 Form of reporting

Information can be submitted via the SWARCO Speak-Up portal. This is a whistleblower system that allows information to be reported in the local language, anonymously if preferred, 24/7, 365 days a year.

The Speak-Up system can be accessed directly via the website <https://swarco.speakup.report/speakup> or via the app (see QR code below) using the organisation code: 126089.



As soon as the page has been accessed, a new report can be created. Each report should include a detailed description of the concern (who, what, when, how) and the submission of supporting evidence (e.g. copies of documents or names of witnesses).

As soon as the report has been submitted, an individual case number will be created. This number can be used to access the system again each time and also to track the processing status.

Further communication will take place exclusively via the Speak-Up portal. At the request of the whistleblower, a personal meeting or conversation via video conference with Group Compliance is facilitated within an appropriate period.

2.4 Confidentiality and anonymity

The SWARCO AG whistleblower system ensures the confidentiality of information. The system enables the anonymous submission of information. If, for the processing of the report, Group Compliance consults individual employees of other specialist areas, commissions external service providers or notifies the board of the report, the identity of the whistleblower must be kept secret under all circumstances. The identity of the whistleblower is only disclosed to the responsible Group Compliance employees. Without prior consent, the identity of the whistleblower may not be passed on to other internal company departments.

The identity of the person affected by a report is also treated with confidentiality. However, it may be passed on to internal company departments even without the consent of the affected person if this is necessary for the implementation of measures (such as an internal investigation).

The confidentiality rule does not apply if whistleblowers report incorrect information about violations with intention or gross negligence.

Furthermore, exceptions to the confidentiality rule exist if authorities or courts demand the disclosure of certain information; in such a case, the whistleblower must be informed in advance of the disclosure of the identity, unless the respective authority or court previously communicates that this information would endanger the corresponding investigations, inquiries or legal proceedings.

2.5 Protection of whistleblowers

The protection of whistleblowers is of fundamental importance not just due to the existing need for protection of the whistleblower themselves, but also to ensure the proper functioning of the whistleblower system. In the cases in which potential whistleblowers have to fear possible reprisals due to the providing of information, there is a risk that they may distance themselves from the disclosure of information or exclusively report the presumed abuse externally or disclose it to the public.

Which is why – in addition to ensuring the confidentiality of their identity – whistleblowers are protected as follows:

- Protection against reprisals

Whistleblowers are protected against reprisals. Any disadvantages, hostility and other detriments to whistleblowers as a reaction to a report are not tolerated by SWARCO AG. This also applies to corresponding threats or attempts. SWARCO AG will critically examine incidents of this kind and, if necessary, impose labour law sanctions. If a whistleblower gets in contact with Group Compliance due to such adverse effects, they will be provided with immediate support.

Protection against reprisals does not apply if whistleblowers submit incorrect reports with intention or gross negligence; in such a case, where appropriate, labour law and potentially also criminal sanctions may be taken and claims for damages asserted against whistleblowers.

Protection against reprisals also extends to people who are associated with whistleblowers and who could be threatened by reprisals due to a possible close, for example family or comparably intimate, connection. The same applies to people who support whistleblowers with a report in the professional context.

- No responsibility for procurement, access and disclosure of the information

Whistleblowers are not held responsible for the procurement nor the access to the reported information, unless the procurement or access itself constitutes a criminal offence (e.g. trespassing, data espionage). Likewise, whistleblowers are not held responsible for the disclosure of confidential information, provided that whistleblowers had sufficient reason to believe that the disclosure of the information was necessary to uncover a violation.

3 Description of the process

3.1 Information management

The information received is carefully analysed, evaluated and documented within an appropriate period of time. In the further course of the process, if necessary, the whistleblower is asked follow-up questions.

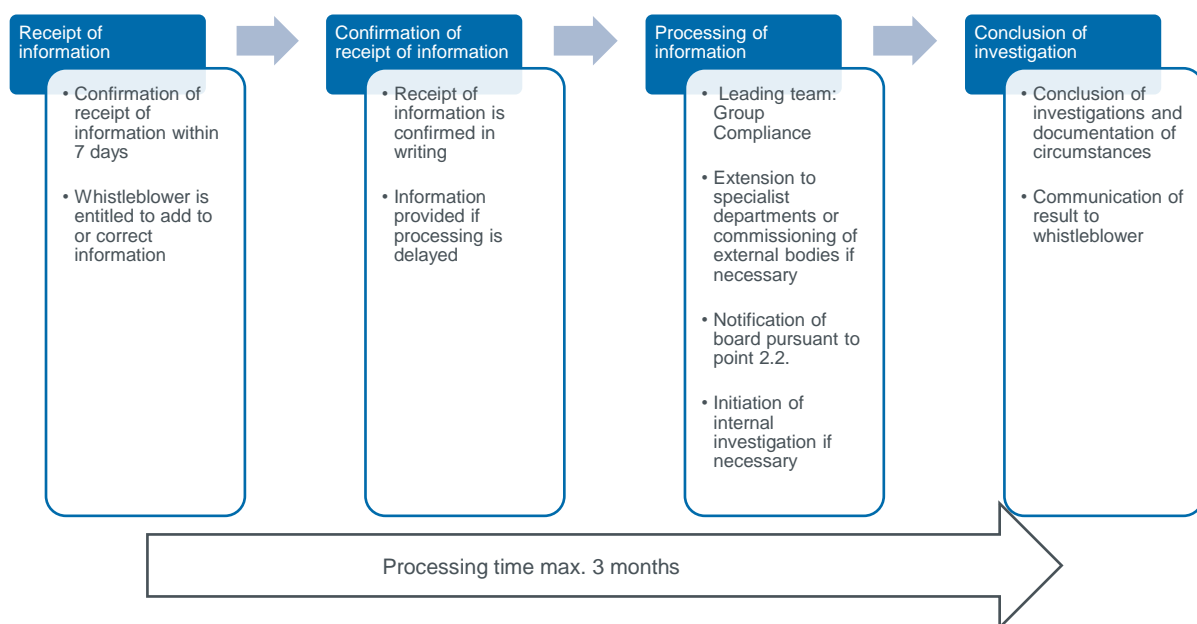
If there is sufficient evidence of a compliance violation, an internal investigation of the entire relevant matter takes place. If the personnel and material resources of the Group Compliance department are not sufficient to do so, an independent (external) body may be commissioned.

The following investigation principles apply:

- All investigations adhere to the investigation mandate, which is determined by a whistleblower report and the suspicions arising as a result thereof. There are no investigations that are “a shot in the dark”.
- All investigation measures must, measured by the severity of the reported violation, be suitable, necessary and appropriate for resolving the relevant matter (proportionality).
- Every investigation will be carried out in a neutral and objective manner with due respect for the presumption of innocence. Affected people will be informed of an investigation being carried out against them and of their rights according to the applicable data protection laws, if and as long as this does not endanger the purpose of the investigation. Moreover, affected people will be given the opportunity to comment on the suspicions existing against them and to make a statement (principle of the right to a fair hearing). The insights gained during this statement will be taken into consideration when assessing the circumstances and deciding on further measures.
- The identity of the whistleblower is treated with confidentiality. This also applies – to the extent possible – to the identity of the affected person. The “need-to-know principle” is observed at all times.

The whistleblower will receive confirmation of receipt of the report within 7 days, except in the event of delays during the processing, and will receive feedback after conclusion of the investigations. At the latest 3 months after receipt of the information, the whistleblower will be notified of which follow-up measures have been taken or are intended or why the information is not being further pursued.

The following diagram illustrates the process.



3.2 Documentation

All information as well as the verifications and evaluation thereof are carefully documented and protected against unauthorised access.

Communication with the whistleblower takes place directly via the Speak-Up portal. An individual case number is assigned for each report. Only Group Compliance and the whistleblower have access to the individual case number.

In addition to the transparent documentation in the Speak-Up portal, Group Compliance manages the documents in the Microsoft Teams structure of the Compliance department. Only employees of the Compliance department have access to the Microsoft Teams structure. A folder is created there for each case (in turn with the individual case number) and the necessary documents are archived.

The result of an investigation is recorded in a report and also communicated via Speak-Up.

As the data controller within the meaning of data protection law, SWARCO AG processes the personal data in the scope of provided information on the basis of Art. 6 Para. 1 item c GDPR (statutory obligation) and Art. 6 Para. 1 item f (legitimate interests). As a general principle, SWARCO AG stores personal data in the scope of the whistleblower system for 7 years from the last processing or disclosure. If necessary, the data is also stored for longer for administrative, civil or criminal proceedings that have been initiated. In doing so, SWARCO AG will observe the principles of data minimisation, proportionality and necessity. Whistleblowers have the following rights in this regard:

- Right to information (Art. 15 GDPR):
- Right to rectification and deletion (Art. 16 and 17 GDPR):
- Right to restriction of processing (Art. 18 GDPR):
- Right to data portability (Art. 20 GDPR):
- Right to object (Art. 21 GDPR):
- Right to lodge a complaint with a supervisory authority (Art. 77 GDPR):

If information is provided about a person, this person is not entitled to these rights, insofar as this is necessary to protect the identity of the whistleblower or to protect against potential countermeasures by the affected person or if the achievement of the purpose of the whistleblower system would be endangered by the exercise / granting of the rights.

3.3 Review

All information is evaluated at regular intervals for recurring patterns or evidence for systemic weak points in the CMS.

Moreover, once a year and if circumstances require, the whistleblower system is evaluated as a system. During this evaluation, the aim is to review the following in particular:

- Does the chosen system model work effectively in the specific reality and culture of the company and, in particular, do the members of the company have sufficient knowledge of the system and how it works?
- Are the members of the company willing to use the whistleblower system?
- To what extent is the system actually used and is this proportionate to the nature and overall number of business incidents?

- Do the chosen reporting channels work properly and, in particular, are there no security gaps?
- Is the whistleblower system sufficiently well explained in the context of the accompanying communication and sensitisation and has awareness of how to use it correctly been raised?
- Has information been reviewed appropriately and within a reasonable period and have the necessary follow-up measures been taken?

The potential improvements revealed by the system evaluation should be promptly addressed in order to ensure the ongoing effectiveness of the whistleblower system.

4 Appendix: External reporting offices EU

Austria

General responsibility

- Federal Bureau of Anti-Corruption
(<https://www.bak.gv.at/>)

Finance authorities

- Financial Market Authority (FMA)
(<https://www.fma.gv.at/>)
- Federal Bureau of Investigation Money Laundering Reporting Office
(<https://bundeskriminalamt.at/308/start.aspx>)
- Accounting Authority
(<https://report.whistleb.com/de/bilanzbuchhaltung>)
- Chamber of Tax Advisors and Auditors
(<https://www.rechtsanwaelte.at/en/>)

Auditors Supervisory Authority

- Auditor Supervisory Authority
(<https://www.apab.gv.at/>)

Antitrust law

- Federal Competition Authority
(https://www.bwb.gv.at/kartelle_marktmachtmissbrauch/whistleblower_werden)

Belgium

General responsibility

- Le Médiateur fédéral
(<https://www.federaalombudsman.be/fr/lanceurs-dalerte/signalez-une-atteinte-a-lintegrite-ou-une-violation-de-la-legislation>)

Radiation protection and nuclear safety

- Agence fédérale de contrôle nucléaire
(<https://afcn.fgov.be/fr/loi-lanceurs-dalerte-effectuez-un-signalement>)

Point of Contact for Fair Competition

- Point de contact pour une concurrence loyale
(<https://www.meldpuntsocialefraude.belgie.be/fr/index.html>)

Data Protection Authority

- l'Autorité de protection des données
(<https://www.autoriteprotectiondonnees.be/citoyen/lanceurs-d-alerte>)

Consumer

- POINT DE CONTACT
(<https://meldpunt.belgie.be/meldpunt/fr/bienvenue>)

Bulgaria

Central reporting office

- (Комисия за защита на личните данни)
(<https://cpdp.bg/>)

Further reporting offices

- (Българска народна банка)
(<https://www.bnb.bg/>)
- (Комисия за финансов надзор)
(<https://www.fsc.bg/>)

Danmark

Central reporting office

- Datatilsynet Whistleblowerordninge
(<https://whistleblower.dk/>)

Further reporting offices

- Finanstilsynet
(<https://www.finanstilsynet.dk/whistleblower>)
- Erhvervsstyrelsen
<https://erhvervsstyrelsen.dk/whistleblowerordning>
- Arbejdstilsynet
<https://offshore.at.dk/whistleblower/>
- Miljøstyrelsen
<https://mst.dk/erhverv/industri/olie-og-gasproduktion-i-nordsoeen-offshore/>
- Justitsministeriet
<https://www.justitsministeriet.dk/ministeriet/whistleblowerordning/pet/>
- Forsvarsministeriet
<https://www.fmn.dk/da/om-os/fe-whistleblowerordning/>

Germany

General responsibility

- Federal Office of Justice (BfJ)
(https://www.bundesjustizamt.de/DE/Home/Home_node.html)

Finance authorities

- Federal Financial Supervisory Authority (BaFin)
(https://www.bafin.de/DE/Startseite/startseite_node.html)

Antitrust law

- Feder Cartel Office
(https://www.bundeskartellamt.de/DE/Home/home_node.html)

Finland

General responsibility

- Valtioneuvoston Oikeuskansleri
(<https://oikeuskansleri.fi/miten-ilmoitus-tehdaan>)

Finance authorities

- Finanssivalvonta FIN-FSA
([Tietoa Suomi.fi-tunnistuksesta - Suomi.fi-tunnistus](https://tietoa-suomi.fi-tunnistuksesta-suomi.fi-tunnistus))

Tax authorities

- Verohallinnon
(<https://www.vero.fi/en/About-us/contact-us/efil/reporting-suspected-tax-evasion/>)

France

Procurement

- Agence française anticorruption (AFA)
(<https://www.agence-francaise-anticorruption.gouv.fr/fr>)
- Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF)
(<https://www.economie.gouv.fr/dgccrf/dgccrf>)
- Autorité de la concurrence

(<https://www.autoritedelaconcurrence.fr/fr>)

Financial services, products and markets, as well as the prevention of money laundering and terrorist financing

- Autorité des marchés financiers (AMF)
(<https://www.amf-france.org/fr>)
- Autorité de contrôle prudentiel et de résolution (ACPR)
(<https://acpr.banque-france.fr/>)

Product Security and Compliance

- Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF)
(<https://www.economie.gouv.fr/dgccrf>)
- Service central des armes et explosifs (SCAE)
(<https://www.interieur.gouv.fr/ministere/organisation/secretariat-general/service-central-des-armes-et-explosifs>)

Transport safety

- Direction générale de l'aviation civile (DGAC)
(<https://lannuaire.service-public.fr/gouvernement/0aed72f5-21ba-42da-9f16-01a529b3df14>)
- Bureau d'enquêtes sur les accidents de transport terrestre (BEA-TT)
(<https://www.bea-tt.developpement-durable.gouv.fr/>)
- Direction générale des affaires maritimes, de la pêche et de l'aquaculture (DGAMPA)
(<https://www.mer.gouv.fr/direction-generale-des-affaires-maritimes-de-la-peche-et-de-la-quaculture-dgampa>)

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Environmental protection

- Inspection générale de l'environnement et du développement durable (IGEDD)
(<https://www.igedd.developpement-durable.gouv.fr/>)

Radiation protection and nuclear safety

- Autorité de sûreté nucléaire (ASN)
(<https://www.asn.fr/>)

Food safety

- Conseil général de l'alimentation, de l'agriculture et des espaces ruraux (CGAAER)
(<https://agriculture.gouv.fr/le-conseil-general-de-lalimentation-de-lagriculture-et-des-es-paces-ruraux-cgaaer>)
- Agence nationale chargée de la sécurité sanitaire de l'alimentation, de l'environnement et du travail (ANSES)
(<https://www.anses.fr/fr>)

Public health

- Agence nationale chargée de la sécurité sanitaire de l'alimentation, de l'environnement et du travail (ANSES)
(<https://www.anses.fr/fr>)
- Agence nationale de santé publique (Santé publique France, SpF)
(<https://www.santepubliquefrance.fr/>)
- Haute Autorité de santé (HAS)
(<https://www.has-sante.fr/>)
- Agence de la biomédecine
(<https://www.agence-biomedecine.fr/>)
- Etablissement français du sang (EFS)
(<https://www.efs.sante.fr>)
- Comité d'indemnisation des victimes des essais nucléaires (CIVEN)
(<https://www.gouvernement.fr/comite-d-indemnisation-des-victimes-des-essais-nu-cleaires-civen>)
- Inspection générale des affaires sociales (IGAS)
(<https://igas.gouv.fr>)
- Institut national de la santé et de la recherche médicale (INSERM)
(<https://www.inserm.fr>)
- Conseil national de l'ordre des médecins
(<https://www.conseil-national.medecin.fr>)
- Conseil national de l'ordre des masseurs-kinésithérapeutes
(<https://www.ordremk.fr/ordre/nos-missions/le-conseil-national>)
- Conseil national de l'ordre des sages-femmes
(<https://www.ordre-sages-femmes.fr>)
- Conseil national de l'ordre des pharmaciens
(www.ordre.pharmacien.fr)
- Conseil national de l'ordre des infirmiers
(<https://www.ordre-infirmiers.fr/>)
- Conseil national de l'ordre des chirurgiens-dentistes
(<https://www.ordre-chirurgiens-dentistes.fr>)

- Conseil national de l'ordre des pédicures-podologues (<https://www.onpp.fr>)
- Conseil national de l'ordre des vétérinaires, Conseil national de l'ordre des vétérinaires (<https://www.veterinaire.fr>)

Consumer protection

- Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF) (<https://www.economie.gouv.fr/dgccrf>)

Protection of privacy and personal data, security of networks and information systems

- Commission nationale de l'informatique et des libertés (CNIL) (<https://www.cnil.fr>)
- Agence nationale de la sécurité des systèmes d'information (ANSSI) (<https://www.ssi.gouv.fr>)

Regarding offences against the financial interests of the European Union

- Agence française anticorruption (AFA) (www.agence-francaise-anticorruption.gouv.fr/fr/lagence)
- Direction générale des finances publiques (DGFiP) (<https://www.economie.gouv.fr/dgfiip>)
- Direction générale des douanes et droits indirects (DGDDI) (<https://www.douane.gouv.fr/>)

Internal market infringements

- Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF) (<https://www.economie.gouv.fr/dgccrf>)
- Autorité de la concurrence (<https://www.autoritedelaconcurrence.fr/fr>)
- Direction générale des finances publiques (DGFiP) (<https://www.economie.gouv.fr/dgfiip/services-en-ligne>)

Activities of the Ministry of Defence

- Contrôle général des armées (CGA) (<https://www.defense.gouv.fr/cga>)
- Collège des inspecteurs généraux des armées (<https://www.defense.gouv.fr/linspection-generale-armees>)

Official statistics

- Autorité de la statistique publique (ASP) (<https://www.autorite-statistique-publique.fr>)

Agriculture

- Conseil général de l'alimentation, de l'agriculture et des espaces ruraux (CGAAER) (<https://agriculture.gouv.fr/le-conseil-general>)

National education and university education

- Médiateur de l'éducation nationale et de l'enseignement supérieur (<https://www.education.gouv.fr/le-mediateur-de-l-education-nationale-et-de-l-enseignement-superieur-41528>)

Individual and collective labour relations, working conditions

- Direction générale du travail (DGT)
(<https://dgt.tg>)

Employment and professional training

- Délégation générale à l'emploi et à la formation professionnelle (DGEFP)
(<https://lannuaire.service-public.fr/gouvernement/ca9d0a5d-896a-4473-ac9c-5f619b0a12ad>)

Culture

- Conseil national de l'ordre des architectes
(<https://www.architectes.org>)
- Conseil des maisons de vente
(<https://www.conseildesventes.fr/fr>)

Rights and freedoms in relations with state administrations, local authorities, public bodies and bodies with a public-service mission

- Défenseur des droits
(<https://www.defenseurdesdroits.fr>)

Welfare and rights of the child

- Défenseur des droits
(<https://www.defenseurdesdroits.fr>)

Discrimination

- Défenseur des droits
(<https://www.defenseurdesdroits.fr>)

Ethics of persons carrying out security activities

- Défenseur des droits
(<https://www.defenseurdesdroits.fr>)

Greece

Central reporting office

- Εθνική Αρχή Διαφάνειας
(<https://aead.gr/submit-complaint/>)

Further reporting offices

- Τράπεζα της Ελλάδος
(<https://www.bankofgreece.gr/>)
- Επιτροπή Κεφαλαιαγοράς
(<http://www.hcmc.gr/>)

Ireland

- Office of Protected Disclosures Commissioner
(<https://www.opdc.ie/>)
- The Central Bank of Ireland
(<https://www.centralbank.ie/regulation/protected-disclosures-whistleblowing>)

- Protected Disclosures: List of prescribed persons (<https://www.gov.ie/en/collection/41798-protected-disclosures-whistleblowing-list-of-prescribed-persons/>)

Italy

- Autorità Nazionale Anticorruzione (ANAC) (<https://www.anticorruzione.it/>)

Croatia

- Pučki pravobranitelj (<https://www.ombudsman.hr/hr/>)

Netherlands

Central reporting offices

- Huis voor Klokkenluiders (<https://www.huisvoorklokkenluiders.nl/onderzoek-door-het-huis>)

Antitrust and Consumer Rights

- Autoriteit Consument & Markt (<https://www.acm.nl/nl/uw-tip-melding-doorgeven-aan-de-acm#waar-u-kunt-melden-bij-de-acm>)

Financial authorities

- Autoriteit Financiële Markten (<https://www.afm.nl/nl-nl/sector/themas/melden-misstanden-en-incidenten>)
- De Nederlandsche Bank N.V. (<https://www.dnb.nl/contact/bezwaar-klacht-of-misstand-melden/melden-misstanden-financiele-instellingen/>)

Data protection

- Autoriteit Persoonsgegevens (<https://www.autoriteitpersoonsgegevens.nl/datalek-melden>)

Health and Youth Care

- Inspectie Gezondheidszorg en Jeugd (<https://www.igj.nl/onderwerpen/melden-over-uw-werkgever-klokkenluidersregeling>)
- Nederlandse Zorgautoriteit (<https://www.nza.nl/contact/meldpunt>)

Radiation protection and nuclear safety

- Autoriteit Nucleaire Veiligheid en Stralingsbescherming (<https://www.autoriteitnvs.nl/onderwerpen/overtreding-misstand-melden>)

Environment and Transport

- Inspectie Leefomgeving en Transport (<https://www.ilent.nl/meldformulieren-inspectie-leefomgeving-en-transport>)

Labour Authority

- Nederlandse Arbeidsinspectie (<https://www.nlarbeidsinspectie.nl/onderwerpen/melden>)

Food and Consumer Product Safety

- Nederlandse Voedsel- en Warenautoriteit
(<https://www.nvwa.nl/onderwerpen/melding-doen>)

Poland

- Rzecznik Praw Obywatelskich
(<https://bip.brpo.gov.pl/>)

Romania

- Agenția Națională de Integritate (ANI)
(www.integritate.eu)

Spain

- Autoridad Independiente de Protección al Informante
(<https://canaldedenuncia.org/autoridad-independiente-proteccion-informante>)

Sweden

- Arbetsmiljöverket
(<https://www.av.se/en/about-us/>)

Slovenia

Financial Authorities

- Agencija za trg vrednostnih papirjev
(<https://www.a-tvp.si/>)
- Agencija za javni nadzor nad revidiranjem
(<https://www.anr.si/>)
- Banka Slovenije
(<https://www.bsi.si/>)
- Državna revizijska komisija za revizijo postopkov oddaje javnih naročil
(<https://www.dkom.si/>)
- Finančna uprava Republike Slovenije
(<https://www.fu.gov.si/>)
- Urad Republike Slovenije za preprečevanje pranja denarja
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/urad-za-preprecevanje-pranja-denarja/>)
- Komisija za preprečevanje korupcije
(<https://www.kpk-rs.si/>)

Radiation protection and nuclear safety

- Inšpekcija za sevalno in jedrsko varnost
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/uprava-za-jedrsko-varnost/o-upravi/in-spekcija-za-sevalno-in-jedrsko-varnost/>)

- Inšpekcija za varstvo pred sevanji
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/uprava-za-varstvo-pred-sevanji/o-upravi/inspekcija-za-varstvo-pred-sevanji/>)

Healthcare

- Inšpekcija za varno hrano, veterinarstvo in varstvo rastlin
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/uprava-za-varno-hrano-veterinarstvo-in-varstvo-rastlin/o-upravi/inspekcija-za-varno-hrano-veterinarstvo-in-varstvo-rastlin/>)
- Zdravstveni inšpektorat Republike Slovenije
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/zdravstveni-inspektorat/>)
- Javna agencija Republike Slovenije za zdravila in medicinske pripomočke (JAZMP)
(<https://www.jazmp.si/>)

Environmental protection

- Inšpektorat Republike Slovenije za okolje in proctor
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/inspektorat-za-naravne-vire-in-prostor/>)

Traffic safety

- Javna agencija Republike Slovenije za varnost prometa)
(<https://www.avp-rs.si/>)

Data protection

- Informacijski pooblaščenec
(<https://www.ip-rs.si/>)
- Inšpekcija za informacijsko varnost
(<https://e-uprava.gov.si/podrocja/drzava-druzba/inspekcijski-postopki/prijava-informacijska-varnost.html>)

Employment

- Inšpektorat Republike Slovenije za delo
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/inspektorat-za-delo/>)

Antitrust law

- Javna agencija Republike Slovenije za varstvo konkurence
(<http://www.varstvo-konkurence.si/>)
- Organi nadzora v skladu s predpisi, ki urejajo porabo sredstev evropske kohezijske politike v Republiki Sloveniji
(<https://www.gov.si teme/zascita-prijaviteljev/#e196112>)

Regulatory authorities

- Agencija za zavarovalni nadzor (AZN)
(<https://www.a-zn.si/>)
- Tržni inšpektorat Republike Slovenije
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/trzni-inspektorat/>)
- Inšpektorat za javni sektor
(<https://www.gov.si/drzavni-organi/organi-v-sestavi/inspektorat-za-javni-sektor/>)

Telecommunication

- Agencija za komunikacijska omrežja in storitve Republike Slovenije (AKOS)
(<https://www.akos-rs.si/>)

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State holding

- Slovenski državni holding (SDH)
(<https://www.sdh.si/>)

Czech Republic

- Czech Ministry of Justice
(<https://www.mvcr.cz/mvcren/article/ministries-and-governmental-offices-ministries-and-governmental-offices.aspx>)

Hungary

- Directorate General for Audit of European Funds
([EUTAF – Európai Támogatásokat Auditáló Főigazgatóság](#))
- Hungarian Competition Authority
([Tartalmak - GVH](#))
- Public Procurement Authority of Hungary
([Nyitólap - Főportál \(kozbeszerzes.hu\)](#))
- Hungarian Energy and Public Utility Regulatory Office
([Magyar Energetikai és Közmű-szabályozási Hivatal \(mekh.hu\)](#))
- Central Bank of Hungary
([Főoldal \(mnb.hu\)](#))
- National Authority for Data Protection and Freedom of Information
([A Hatóságról - Nemzeti Adatvédelmi és Információszabadság Hatóság \(naih.hu\)](#))
- National Media and Infocommunications Authority
([NMHH – hivatalos honlap • Nemzeti Média- és Hírközlési Hatóság](#))
- Hungarian Atomic Energy Authority
([Országos Atomenergia Hivatal \(gov.hu\)](#))
- Supervisory Authority for Regulatory Affairs
([Szabályozott Tevékenységek Felügyeleti Hatósága – Szabályozott Tevékenységek Felügyeleti Hatósága \(sztfh.hu\)](#))