

TECHNICA NOVA BALTICA

People who create energy.

WHISTLEBLOWER POLICY

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1. Why this policy is important

At Technica Nova Baltica, we care about integrity, transparency and responsibility – both in our daily cooperation and in the broader context of our activities. Every person involved in cooperation with us has the right (and the opportunity) to report anything they find disturbing – whether it concerns ethics, law or simply the rules of social coexistence. This policy provides a safe and transparent way to report such situations – and ensures that whistleblowers are protected and treated with respect.

2. Who can report and what can be reported

Reports can be made by:

- persons cooperating with TNB (regardless of the form of cooperation),
- subcontractors and business partners,
- any person who has knowledge of irregularities related to TNB's activities.

Reports may concern, among other things:

- financial abuse, corruption or fraud,
- breaches of health and safety rules,
- cases of discrimination, harassment or bullying,
- environmental damage
- breaches of legal regulations,
- breaches of confidentiality, processing of personal data,
- unethical behaviour or behaviour inconsistent with TNB's values.

3. How to report irregularities

Reports can be sent to: **contact@technica-nova.com**

You can also speak directly to the contact person within the cooperation (e.g. the project coordinator).

Reports can be submitted anonymously.

Reports should be made in good faith, with as many details as possible and, where possible, evidence.

4. How the process works

Every report is treated seriously and confidentially.

The report will be confirmed and reviewed without unnecessary delay.

Depending on the nature of the case, investigative measures will be taken.

The person who made the report will be informed of the outcome of the proceedings, as far as possible and in accordance with confidentiality rules.

5. Protection of whistleblowers

TNB prohibits any retaliatory action against individuals who report irregularities in good faith.

Retaliation includes, among other things, termination of employment, loss of remuneration, harassment or other forms of pressure.

Any attempt at retaliation will be treated as a serious violation of this Policy.

TNB undertakes to periodically review this policy and to ensure that everyone who works with us is aware of the rules for reporting irregularities and can use them safely.