

Whistleblower Procedure

Goldair Cargo, member of Goldair Group, always ahead of its time in innovative solutions, and synonymous with high quality services in the field of international forwarding and logistics, could not but have a present and efficient policy in order to protect individuals who report activities believed to be illegal, dishonest and unethical. In order to do so, aligned to our principles, we have created the following procedure.

We are committed to following both the national and international legislations and act with discretion, confidentiality and in a constructive manner. The purpose of the whistleblowing policy is to encourage current and former employees, contractual parties to communicate events that raise serious concerns.

The whistleblowing policy has been put in place to:

- Encourage employees, partners and managers to disclose information that cause any kind of inconvenience
- Protecting complainants
- Treated all parties to an investigation in a fair and equitable manner
- To ensure confidentiality as much as possible
- Take corrective and disciplinary action

Procedure

1. In case of a complaint of an employee, the employee is to contact a supervisor or the Human Resources Director. The Human Resources Director is responsible for investigating and coordinating any necessary corrective action. Any concerns involving the Human Resource Director should be reported to the chief executive officer.
2. An employee who intentionally files a false report of wrongdoing will be subject to disciplinary action.
3. The whistleblower is not responsible for investigating the alleged illegal or dishonest activity, or for determining fault or corrective measures.

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Vice President & Managing Director

