



## Whistleblowing Channel

For the purpose of openness, transparency and non-partiality, TOF has an external channel for reporting any alleged illegal, unethical or other unacceptable circumstances within TOF's and its partners' and associates' operations.

**With an external whistleblowing channel** TOF aims to make it easy and safe to report suspected unacceptable occurrences within any operations related to TOF or its partners or associates. Anyone reporting such conditions through TOF's whistleblowing channel has the right to remain anonymous, and the anonymity of any such person will be strictly protected by TOF's leadership and whistleblowing organisation.

**TOF's Whistleblowing channel manages cases** related to illegal, unethical or other unacceptable occurrences within TOF's, its partners' and associates' operations. Examples of unacceptable incidents are financial irregularities, racism, harassment, discrimination, abuse and exploitation based on nationality, ethnicity, gender, age, sexual orientation, religion, political views, disability, or any violation of human rights.

**All employees of TOF, its partners and associates** will be informed and made aware of TOF's strict non-tolerance of any form of corrupt behaviour. Employees who detect corruption or other malpractice in the course of their work are encouraged to immediately report this through TOF's whistleblowing channel. Employees and persons connected with TOF, its partners and associates will be informed of how to report any suspicion of corruption through TOF's whistleblowing channel, and they will be ensured of their right to anonymity.



In all projects and activities TOF and its partners and associates are involved in, **information will be available** to employees and other stakeholders on TOF’s Code of Conduct, governing principles of operations and how to alert the whistleblowing channel in case of violation against them.

**TOF’s whistleblowing organisation** can be notified through any of the following channels:

- Email: [tgranfelt@gmail.com](mailto:tgranfelt@gmail.com)
- WhatsApp and Tel: +358 (0)40 7755 644
- Email: [tgranfelt@gmail.com](mailto:tgranfelt@gmail.com); Skype: tgranfelt

Other options of notification will be added: other persons, reporting by post

Notification will be kept anonymous.

