

PROCEDURE

CONFIDENTIALLY REPORTING INCORRECT BEHAVIOUR

The personnel of the Vandemoortele Group are to report each action of which they think it is or could be in breach with either the applicable laws and regulations, the internal policies and procedures, or the Code of Conduct of the Group.

The normal way in which to report this, is to inform the direct superior about these actions.

In circumstances where a person is convinced that the reporting of these actions to the direct superior is not suited or desirable, the Vandemoortele Group offers the possibility to contact the Chief Legal & Risk Officer directly, in writing, by e-mail, or by telephone, if necessary even anonymously. The identity of the person will be kept anonymous, except where disclosure is due to possible legal obligations.

The personnel will in no way be punished for the bona fide reporting of the presumed incorrect behaviour.

CONTACT DETAILS OF THE GROUP SECRETARY GENERAL

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Owner: Secretariat General

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