



## 1. About this policy

This policy covers all employees, officers, consultants, freelancers, contractors, work experience or internship workers, volunteers, casual workers and agency workers of Aqualis. In addition, this policy covers employees of Aqualis' business partners and workers in the supply chain, and others affected by operations of Aqualis' business partners and suppliers, such as those living in local communities (referred to hereafter as "external parties").

Aqualis is committed to conducting its business with honesty and integrity and we expect you to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

### The aims of this policy are:

- To encourage you to report suspected wrongdoing as soon as possible, in the knowledge that your concerns will be taken seriously and investigated as appropriate, and that your confidentiality will be respected;
- To provide you with guidance as to how to raise those concerns;
- To reassure you that you should be able to raise genuine concerns without fear of reprisals, even if you turn out to be mistaken.

This policy does not form part of any Aqualis employee's contract of employment, and the Company may amend it at any time.

## 2. What is whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes breaches of human rights and decent working conditions, bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment, issues in the workplace and/or any breach of legal or professional obligations.

## 3. How to raise a concern

Aqualis hopes that in many cases you will be able to raise any concerns with your manager, local director or regional director. However, should you prefer not to raise it with any of these local representatives for any reason, you should report your concerns using our whistleblowing channel, the details of which are set out at the end of this policy. External parties should also report their concerns using our whistleblowing channel.

Reports can be submitted through the whistleblowing channel in writing or a recorded voice message (where the sound is distorted to maintain anonymity). When you submit a report, you will be informed of potential case handlers. Currently they are the Chair of the Audit Committee, General Counsel, and Group Compliance Officer. However, you have the option to restrict access to your report if it involves any of these individuals.

You can check the status of a report submitted through our whistleblowing channel (using the link below and the associated report key, which is generated when a report is submitted). We will promptly reply to any reports submitted, and if necessary will arrange a meeting with you to discuss your concern. Aqualis employees may bring a colleague to any meetings under this policy. External parties are also entitled to a companion in any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

## 4. Confidentiality

Aqualis hopes that you will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

## 5. External disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace or where Aqualis and its business partners and suppliers conduct business. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. Please seek internal advice before reporting a concern to anyone external.

## 6. Protection and support for whistle-blowers

We aim to encourage openness and will support whistle-blowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistle-blowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform any of the named contacts immediately.

You must not threaten or retaliate against whistle-blowers in any way. If you are involved in such conduct you may be subject to disciplinary action. In some jurisdictions the whistle-blower could have a right to sue you personally for compensation for such behaviour.

However, if Aqualis concludes that a whistle-blower has made false allegations maliciously or with a view to personal gain, the whistle-blower may be subject to disciplinary action.

## 7. Contacts

Report suspected violations through our whistleblowing channel here  
<https://faceup.com/c/5sxvteby>  
(either anonymously or with your identity showing)  
or by scanning this QR code on your mobile phone:



**Hege Marie Norheim**  
Chief Executive Officer