

BUSINESS SYSTEMS		Date 15/05/2022	Edition 1	Page 1/3
Process map Management	ID no. & Name L1 Bil Policy - Visselblåsarpolicy_EN	Approved by (owner) UWI	Approved to standard UW	

JOBRO SHEET METAL TECHNOLOGY AB and JÖNKÖPINGS MODELLTILLVERKNING AB (hereafter called JMT) strive to maintain an open business climate, high business ethics and always see opportunities for improvement.

Anyone who suspects misconduct that is against the law or that there may be a public interest in its disclosure, has the opportunity to speak out with protection against reprisals. You can choose to provide your information anonymously.

What can be reported?

- Misconduct that is against the law
- Misconduct where there is a public interest in its disclosure

If the report does not fall within the scope of the above, the matter must be reported according to JOBRO SHEET METAL TECHNOLOGY AB or JMT's internal guidelines, policies or procedures.

Who can report?

- employees
- volunteers and interns
- persons who perform work under the control and management of an operator (e.g. hired consultants)
- shareholders who are active in the company
- self-employed persons
- members of a company's administrative, management or supervisory bodies

How to report?

Option 1: Report to a manager within the JOBRO SHEET METAL TECHNOLOGY AB or JMT organisation or to Group management

Option 2: Report anonymously through the whistleblowing reporting tool as instructed below

Reporting tool

To ensure the whistleblower's anonymity, a reporting tool is provided by an external and independent actor. The reporting channel is encrypted and password protected. The whistleblower never has to disclose their identity if they do not want to.

- The whistleblower does not need to have proof of their suspicion, but no allegation may be made with malicious intent or with the knowledge that the allegation is false.
- It is important that the whistleblower describes all the facts in the report, including the facts that are believed to be less important. Claims should be carefully developed and any documentation that may be relevant should be attached.

REPORTING VIA INTERNAL WHISTLEBLOWER CHANNELS

The report must be submitted in writing via the website **wb.2secure.se** or orally by telephone at **+46 (0)771-77 99 77**. You can choose to remain anonymous on both of these reporting channels. If you wish to report via a physical meeting, this can be requested by registering a report on the website **wb.2secure.se**. The physical meeting will be held either with a representative from JOBRO SHEET METAL TECHNOLOGY AB/JMT AB or by agreement with their provider of whistleblower services 2Secure.

When registering a new report on **wb.2secure.se**, you must enter the unique company code **jsm382** to identify that the report is being made for JOBRO SHEET METAL TECHNOLOGY AB/JMT AB. On the website, you will be

BUSINESS SYSTEMS		Date 15/05/2022	Edition 1	Page 2/3
Process map Management	ID no. & Name L1 Bil Policy - Visselblåsarpolicy_EN	Approved by (owner) UWI	Approved to standard UW	

asked to answer a number of questions about the subject of the report. You can remain anonymous and be assigned a unique case number and a password that must be saved in order to be able to actively log in to the website and follow-up the report and communicate with the case officer at 2Secure.

When a report is registered, it will be processed by experienced case officers at 2Secure, who will contact JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's primary contact person based on a predetermined contact list with several names. If the primary contact person is the subject of the report, another person on the contact list will be informed. JOBRO SHEET METAL TECHNOLOGY AB/JMT AB will always make a final assessment of the report and decide which actions are to be taken. When you report to JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's internal reporting channels, you are entitled to protection under the Act (2021:890) on the Protection of Persons Reporting Misconduct.

REPORTING VIA EXTERNAL WHISTLEBLOWER CHANNELS

In addition to reporting to JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's internal whistleblower channel, you can report externally to a competent authority within a specific area of responsibility or to any of the EU institutions, bodies and agencies. Even when you report externally, you are entitled to protection under the Act (2021:890) on the Protection of Persons Reporting Misconduct. The following authorities have been designated as competent authorities and have established external reporting channels: Swedish Work Environment Authority, Swedish National Board of Housing, Building and Planning, Swedish National Electrical Safety Board, Swedish Economic Crime Authority, Swedish Estate Agents Inspectorate, Swedish Financial Supervisory Authority, Public Health Agency of Sweden, Swedish Agency for Marine and Water Management, Swedish Authority for Privacy Protection, Swedish Inspectorate of Strategic Products, Swedish Health and Social Care Inspectorate, Swedish Chemicals Agency, Swedish Consumer Agency, Swedish Competition Authority, Swedish Food Agency, Swedish Medical Products Agency, County Administrative Boards, Swedish Civil Contingencies Agency, Swedish Environmental Protection Agency, Swedish Post and Telecom Agency, Swedish Government Offices, Swedish Inspectorate of Auditors, Swedish Tax Agency, Swedish Forest Agency, Swedish Gambling Authority, Swedish Energy Agency, Swedish Board of Agriculture, Swedish Board for Accreditation and Conformity Assessment, Swedish Radiation Safety Authority, Swedish Transport Agency.

ABOUT STATUTORY WHISTLEBLOWER PROTECTION

The whistleblower act, the Act (2021:890) on the Protection of Persons Reporting Misconduct, offers whistleblowers protection under certain conditions. In addition to the possibility to report suspected misconduct under the whistleblower legislation, there is also a right to freedom of notification and procurement under the Freedom of the Press Act and the Fundamental Law on Freedom of Expression. This means that it is possible for an employee (with certain exceptions) in both the private and public sectors to provide, without penalty, otherwise confidential information for publication to the mass media covered by the Freedom of the Press Act or the Fundamental Law on Freedom of Expression.

There is also extended protection for employees in public organisations or other businesses where whistleblower protection applies under the Act (2017:151) on Whistleblower Protection in Certain Individual Businesses or the Publicity and Secrecy Act (2009:400). The extended protection concerns investigation bans and reprisal bans.

The investigation ban means that authorities and other public bodies, as a general rule, are not allowed to investigate who has provided information for publication.

BUSINESS SYSTEMS		Date 15/05/2022	Edition 1	Page 3/3
Process map Management	ID no. & Name L1 Bil Policy - Visselblåsarpolicy_EN	Approved by (owner) UWI	Approved to standard UW	

The reprisal ban means that the general public may not take any actions that have negative consequences for an individual because he or she has exercised his or her freedom of expression and communication.

Violation of investigation and reprisal bans is punishable by a fine or imprisonment for a maximum of one year (Chapter 3 Paragraph 4 of the Freedom of the Press Act and Chapter 2 Paragraph 4 the Fundamental Law on Freedom of Expression).

Who receives the report?

In whistleblower cases, JOBRO SHEET METAL TECHNOLOGY AB and JMT AB will collaborate with 2Secure, an external and independent actor. All reports are received and handled by case officers at 2Secure. They have extensive experience in investigations and have global capacity if needed. 2Secure works in consultation with the whistleblower committee of JOBRO SHEET METAL TECHNOLOGY AB/JMT AB. All assessments and decisions regarding actions to be taken will be made by the whistleblower committee of JOBRO SHEET METAL TECHNOLOGY AB/JMT AB.

Feedback

After registering a report, the whistleblower can log in again with their login details to see any follow-up questions/comments from the case officer at 2Secure. The report can be followed up via **wb.2secure.se** if the whistleblower has saved the case number and password generated when the report was created.