



Whistleblower Policy

1. Purpose

Good Food Group is committed to maintaining a safe, ethical, and transparent workplace. This policy provides a clear process for reporting concerns about misconduct without fear of retaliation.

2. Scope

This policy applies to all employees.

3. What can be reported

Any concerns related to:

- Fraud, financial misconduct, or misuse of company assets
- Harassment, discrimination, or unsafe working conditions
- Violations of laws, regulations, or company policies
- Unethical behavior or conflicts of interest
- Any action that could harm the company, its employees, or its productions

4. How to report

Reports can be made through any of the following channels:

- Directly to a supervisor or producer
- To Human Resources
- Anonymously via Good Food Group's whistleblower system

5. Confidentiality

All reports will be handled confidentially to the fullest extent possible. Information will be shared only with those who need it to investigate and resolve the issue.

6. Protection Against Retaliation

Retaliation against anyone who makes a good faith report is strictly prohibited. Any retaliatory behavior will result in disciplinary action, up to and including termination.

7. Investigation Process

All reports will be promptly reviewed. If an investigation is warranted, it will be conducted impartially and thoroughly. Findings and any resulting actions will be documented.



8. Good-Faith Reporting

Reports must be made honestly and with reasonable belief that the information is accurate. Knowingly false reports may result in disciplinary action.

9. Review and Updates

This policy should be reviewed periodically to ensure its effectiveness and relevance. Feedback and suggestions for improvement shall be forwarded to the CHRO.

10. Related Documents

Good Food Group Code of Business Principles

11. Approval and Effective Date

Approved by (Name/title)	Tina Kaiser, Chief Human Resources Officer
Approval date (DD-MM-YYYY)	06-05-2026
Next review date (DD-MM-YYYY)	06-05-2028