



## Whistleblowing Notice



## FOR THE ATTENTION OF ALL EMPLOYEES



### Do the Right Thing & "Report"

In line with the Gulftainer Corporate Governance, Compliance and Anti-Corruption Policy (available on the Gulftainer website) Gulftainer wants to inform every employee that there is an independent process for you to **safely** report issue(s) of **very important** concern affecting Gulftainer or about your job, about a work-place **danger** or something **illegal, corrupt** or a **wrong doing, before** any real damage is done.

For example, suspected/alleged criminal acts, wrongdoings or irregularities, Frauds, Corruption, any illegal/unauthorized practice concerning the Company's Operations, Engineering, Commercial, Financial, Administration, Legal, Human Resources, Information Technology, Procurement, damage /sabotage to company property, seeking money for recruitment/promotion/employee training, racial discrimination, health & safety issues etc. involving Gulftainer's offices in UAE or outside UAE or its employees, Managers, Directors or Consultants and Service providers.

If you have a concern relating to any of the above, then:

- x **Don't** turn a blind eye
- x **Don't** investigate the matter or disclose it with other employees
- x **Don't** delay in reporting the matter
- x **Don't** worry, your report is completely confidential
- √ **Do** raise the matter

The earlier the problem is raised, the sooner it can be dealt with.

What to do:

Speak or write to the Chief Executive Officer at Gulftainer, Mr. Peter Richards ([report@gulftainer.com](mailto:report@gulftainer.com)). He has a commitment and a responsibility to listen and respond to your report and where appropriate investigate your concerns independently. You can do this via:

Email: [report@gulftainer.com](mailto:report@gulftainer.com) / Telephone: 06 5128999

**ALL COMMUNICATIONS WILL BE TREATED IN STRICT CONFIDENCE**

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**Peter A. Richards**  
Group CEO

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