Raising a concern (whistleblowing)

Aker BioMarine treasures openness and transparency to maintain a corporate culture in which people deliver excellent results in a responsible manner. We believe that good communication throughout the organization promotes a better work culture. Our heartbeat “We are transparent” commits us as a company to always encourage discussions and questions from our employees and stakeholders.

What is whistleblowing?

Whistleblowing means reporting possible violations of applicable laws, regulations or ethical guidelines in the countries where Aker BioMarine operates. Examples of violations may include fraud and corruption, harassment, discrimination, violations of environmental and human rights laws, and other breaches of Aker BioMarine’s Code of Conduct. As an employee of Aker BioMarine, you are expected to report any suspicions of violations of law and our Code of Conduct.

What can be reported?

When making a report, you decide yourselves what information you provide, and there is no requirement of being able to document the issue you are reporting. However, the more details and documentation provided the easier it will be for Aker BioMarine to get to the bottom of the reported issue.

Employee conflicts, professional disagreements and issues concerning personal contracts do not fall under the scope of our integrity channel. These issues should be discussed with your manager.

How to report?

If you find it difficult to report to your manager or have tried but have not been heard, you can contact the company’s Compliance Officer (Tobias Finskud; tobias.finskud@akerbiomarine.com / +47 940 33 063). You can also use Aker BioMarine’s integrity channel. The integrity channel offers the whistleblower the possibility of reporting anonymously.

Aker BioMarine's principles for handling reports

- All reports are taken seriously
- All reports will be sufficiently investigated within a reasonable time frame in a fair, open-minded and objective manner
- Aker BioMarine shall ensure confidentiality and information security
- Aker BioMarine shall ensure protection of whistleblowers
- Whistleblowers reporting in good faith will not be subject to reprisals
- Whistleblowers will get timely feedback and information about the process
- If a concern is raised against an individual, that individual has the right to be informed of the nature and cause of the process (contradiction)
- Aker BioMarine shall ensure that the process is documented in writing (notoriety)
- The integrity reports are received by the Company's Compliance Officer. However, if your report relates to top management in the company or if you for other reasons would be most comfortable with someone outside the company reviewing the report, you can put such a request forward as part of your reporting, in which case the complaint will be escalated to the leader of Aker BioMarine's audit committee.

If you have any questions or concerns regarding Aker BioMarine's procedure for the integrity channel, please reach out to Aker BioMarine's Compliance Officer at tobias.finskud@akerbiomarine.com.