GRIEVANCE AND INTEGRITY MECHANISME

RESPONSE

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Employee identifies an issue related to ESG topics (safety, environment, human rights, ethics, governance, working conditions, climate and inclusion)

Answer satisfactory

Employee reports the issue to the supervisor

Response **NOT** satisfactory or confidentiality requested

1. The issue is recorded in a grievance log

2. Employee email to the secured mailbox internal (HR & Sustainability) confidential@interholco.com

or external (for enhanced confidentiality and independent handling): hrwild@schweigerlaw.ch

INTEGRITY LINE
A control check is carried out

PLAUSIBLE

NOT PLAUSIBLE

INVESTIGATION

PROBLEM IS RECORDED