

Planmeca Group whistleblowing channel

Reporting concerns and breaches

At Planmeca Group, we comply with all applicable laws and regulations as well as operate in full compliance with our values and [Code of Conduct](#) under any and all circumstances. Each and every one at Planmeca is obligated to comply with the company Code of Conduct as well as the laws, decrees and regulations governing our operations. All Planmeca Group employees and partners are obligated to report any observed or suspected breaches they encounter regardless of whether they concern the law, applicable regulations or our own Code of Conduct.

The whistleblowing channel used by Planmeca Group for addressing such breaches is vital to ensuring compliance with the principles of responsible corporate operations. The same channel can be used to report matters that fall within the scope of application of the Finnish Whistleblower Act (1171/2022). Through the whistleblowing channel, all Planmeca Group employees and stakeholder representatives are able to confidentially and anonymously report any witnessed or suspected violations of laws, decrees, regulations or our own Code of Conduct. Breaches or suspected breaches can be reported even when the reporting party is not absolutely certain of whether or not a breach was committed. However, the reporting party must have just cause to suspect that a breach has been committed.

In certain circumstances, the report can also be filed directly, both in writing and orally, through the centralised external reporting channel offered by the Office of the Chancellor of Justice. Anonymous reports are not accepted through the reporting channel of the Office of the Chancellor of Justice. In order to ensure that the reporting party is afforded protection under the Whistleblower Act when using the reporting channel of the Office of the Chancellor of Justice, at least one of the following conditions must be met:

- The reporting party has reason to believe that an internal report has not lead to any measures taken to determine the validity of the report or, when necessary, to address the breach within the time constraints stipulated in the Act.
- The reporting party has reason to believe that the breach cannot be adequately addressed on the basis of an internal report.
- The reporting party has reason to believe that they are at risk of retaliation for their report.

Planmeca Group takes all reports submitted through the whistleblowing channel seriously. When filing a report, the reporting party must consider whether reporting a breach or suspected breach through the whistleblowing channel is a proportionate response, or could simply discussing the matter with a supervisor or another Planmeca Group representative be sufficient to address the matter in question. If this is not possible, the breach or suspected breach can always be reported through the Planmeca Group whistleblowing channel.

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Planmeca Group is prohibited from retaliating against any reporting party for reporting any breaches or suspected breaches in accordance with the scope of application and procedures of this policy. Planmeca Group is also prohibited from attempting to prevent any person from reporting information on breaches. Planmeca Group follows prescribed procedures for investigating submitted reports and carries out any follow-up measures arising from them.

Access the whistleblowing channel here: <https://report.whistleb.com/en/planmeca>