



## **Our Commitment to an Open Door Style of Management**

It is important for the employees of Polarcus to know and understand that they have the full backing of management to ensure that risks are identified, discussed and mitigated and that our business is carried out at all times in a safe, efficient and productive manner.

We fully support an open door policy from the CEO downwards to where any work related concerns may be discussed freely and openly without any fears of retribution and with a strong commitment to listening to our employees, to evaluating the discussions and for taking actions for improvement.

### *Whistleblower - Compliance*

If an employee has reasonable grounds to believe that a report would lead to retaliation against him or her, has implications of bribery, corruption or financial irregularity or a previously duly submitted report about essentially the same serious irregularity which has not been corrected, the employee should send an email to the following address [WhistleblowerCompliance@Polarcus.com](mailto:WhistleblowerCompliance@Polarcus.com) and that email will automatically be forwarded to SVP HR and a nominated Polarcus Board member to action. It is acceptable for emails to be sent anonymously if the sender feels more comfortable with that approach