



WHISTLEBLOWER POLICY

The overall purpose of this policy is to encourage coworkers to report matters without the risk of victimization or discrimination. This Policy enables coworkers to raise serious concerns they may have about matters occurring within or concerning Bufab, rather than overlooking a problem or seeking a resolution of the problem outside the company.

Bufab shall encourage our coworkers to live up to this through:

- Whistleblowing; by attracting management's attention to information about potentially illegal and/ or unethical practices, also known as wrongdoing.

Bufab shall protect any coworker who makes a disclosure or raises a concern under this Policy if the coworker:

- Discloses the information in good faith.
- Believes it to be substantially true.
- Does not act maliciously nor makes false allegations.
- Does not seek any personal or financial gain.
- Bufab shall also handle all information with confidentiality and anonymity.

Guidance for the application of this policy can be found in the Bufab Whistleblower Handbook.

In order to file a report, please contact Bufab's external whistleblower provider Mannheimer Swartling Advokatbyrå AB via e-mail: hans.pettersson@msa.se or via telephone: +46 40 698 58 66. Reports may be provided anonymously if so desired. English is preferred, but other languages are also accepted.

Issued by

Jörgen Rosengren, CEO
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