

Everything you need to know about **whistleblowing!**



All Getlink employees, external collaborators or contractors or subcontractors can use our whistleblowing mechanism. It is used to report any infringement of the Charter of Ethics and Conduct, any threat or harm to the general interest, or any crime or offence. These situations, which the whistleblower has personal knowledge of, must be reported in good faith (without any desire to seek revenge, denounce, or lie) and without direct financial compensation.

Who should I inform?

You should inform, in writing, the Ethics Officer using the dedicated email address:
contact.ethic@getlinkgroup.com



What information needs to be provided?

- Your identity, your role, and your contact details.
- The identity, roles, and, if possible, contact details for the persons you are reporting, and facts, information, or documents to support your disclosure.
(see overleaf)



What protection/assurances are in place for the whistleblower?

- A guarantee that their identity and the facts reported will be kept confidential. Any unauthorised disclosure be subject to criminal penalties.
- The guarantee that alerts will be dealt with: the whistleblower will be kept informed of the receipt of his/her report, the processing times, and any follow-up actions.
- No disciplinary action if the whistleblowing mechanism is used in good faith. However, any abuse of the system will be punished and will result in legal action.



Protection of personal data

Getlink entities :

- process the personal data of the whistleblower and of the persons referred to in the alert in order to enable the processing and management of alerts issued in the framework of the Alert System;
- keep this data in accordance with the applicable legislation and privacy notices;
- undertake to comply with the provisions of Law 2022-401 of 21 March 2022 on whistleblowing and Decree 2022-1284 of 3 October 2022 on the procedures for collecting and processing information from whistleblowers.

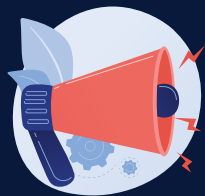
The persons whose personal data is processed may exercise their right of access, rectification and deletion by writing to legal@eurotunnel.com.

- In France: Eurotunnel, Service Juridique, Siège d'exploitation, Coquelles Cedex BP 69, 62904 ;
- In the UK: Eurotunnel, Legal Department, UK Terminal, Ashford Road, Folkestone Kent CT18 8XX.



Any questions?

- If you have any question, please contact the Ethics Officer at **contact.ethic@getlinkgroup.com** or the legal department at **legal@eurotunnel.com**
- On the **following page** you will find **the terms and conditions for filing an alert**.



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WHAT ARE THE CONDITIONS FOR THE ADMISSIBILITY OF THE ALERT?

The alert must :

> **relate to information** obtained in the course of employment or engagement with a Getlink Group entity or, failing that, the author of the alert must have had personal knowledge of it (a whistleblower can report facts that were directly reported to him or her);

> **be serious** and issued in good faith and without direct financial compensation;

The alert must describe objectively and as precisely as possible, the facts which the whistleblower has personally witnessed, been told about or been a victim of, indicating, if possible, the dates, the entity concerned and the names of the persons concerned. The whistleblower shall provide information or documents, in whatever form or medium, to support his/her alert.

The author of an alert must also confirm that (i) he/she has read and agrees to comply with this procedure and (ii) he/she is fully aware of the rules applicable to the processing of his/her personal data.

HOW TO ISSUE AN INTERNAL ALERT?

The author of an alert sends an email to the following dedicated mailbox: contact.ethic@getlinkgroup.com.

The alert may also be sent by post to the attention of the Ethics Officer at GETLINK's head office located at 37-39, Rue de la Bienfaisance 75008 Paris (France).

In the interests of confidentiality, the letter must be sent in two envelopes, the first of which is addressed to GETLINK's head office for the attention of the Ethics Officer, while the second envelope containing the file must be marked "strictly confidential, to be opened only by the Ethics Officer".

Any person or department that receives an alert must forward it to the Ethics Officer without delay.

The alert will be processed by the Ethics Officer.

An alert can only be processed if it meets the conditions of admissibility set out above, namely :

- > **The factual elements** in sufficient detail to enable the alert to be processed,
- > **If the facts which are the subject of the alert have also been transmitted to their direct or indirect manager,**
- > **The identity, job description or role** and, if possible, **the contact** details of the person(s) who are the subject of the alert.

The alert should also mention the identity, job description or role and contact details of the sender of the alert, unless the alert is anonymous.

ALERTE ANONYME

Anonymous alerts are accepted but not encouraged due to the increased difficulty of verifying the validity of the allegations. In the event of anonymity, the obligations imposed on the Ethics Officer to provide feedback to the author of the alert (i.e. written notification of the acknowledgement of receipt of the alert, the decision on its admissibility and the action taken) do not apply. Those intending to file an alert should note that the Ethics Officer(s) undertake to treat the identity of the sender, the information and documents received and the identity of the persons concerned by the alert with the strictest confidentiality.