

Onnistuneita työkokemuksia

**Eezy's system for reporting
misconduct
(WhistleB whistleblowing service)**



Our whistleblowing service

- ✓ Eezy aims to promote and maintain openness and sustainable business operations. Our whistleblowing channel offers the chance to communicate any suspicions of misconduct that is not in line with our ethical guidelines.
- ✓ The whistleblowing service reduces the likelihood of misconduct and reflects our commitment to sustainable, fair and legal operations.
- ✓ The service is managed by an independent external partner, the WhistleB Whistleblowing Centre.

WhistleB[®]
By NAVEX Global[®]



When to use the whistleblowing channel?

You can use the service to report suspected misconduct that is not in line with our guidelines, modes of operation or legislation, such as:

- ✓ Severe forms of discrimination and harassment
- ✓ Safety concerns at the workplace
- ✓ Privacy and personal data processing problems
- ✓ Deficiencies in network and information systems
- ✓ Fraud, Bribery
- ✓ Restriction of competition
- ✓ Problems related to the implementation of consumer protection



The whistleblower must be able to feel safe

- ✓ The whistleblower is protected against retaliatory action in line with our guidelines and our whistleblowing policy.
- ✓ You do not need to have conclusive proof to report a suspicion as long as you act in good faith.
- ✓ Messages from the whistleblower are processed confidentially when investigating the suspected misconduct.
- ✓ Primarily, you should contact your supervisor so that potential misconduct can be addressed. We understand if you wish to communicate your suspicions anonymously. That is why we are offering a channel that enables anonymous communications and is managed by a third party, WhistleB.
- ✓ The third-party service guarantees the anonymity of whistleblowers and protects their sensitive information.



How is the whistleblower's identity protected?

- ✓ The WhistleB service is completely separate from Eezy's IT environment.
- ✓ The personal data of the anonymous whistleblower cannot be traced or tracked.
- ✓ WhistleB does not track IP addresses, metadata or other identifying information.
- ✓ All the reports are encrypted and can only be decrypted by authorised individuals at Eezy.
- ✓ WhistleB is not able to decrypt and read any messages sent through the whistleblowing system.

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Anonymous whistleblowing and communications – how do they work?

1. The whistleblower sends their message through the online WhistleB communications channel that can be accessed with a smartphone, for example.
2. The message is received by an Eezy employee in charge of investigating misconduct at Eezy who then sends a reply and/or a request for additional information to the whistleblower.
3. Anonymous discussion with the Eezy employee investigating the issue is possible with the help of a username and password provided at the end of the whistleblowing process
4. The whistleblower can log in to the WhistleB system using their personal username and password and read Eezy's reply to the reported issue. They can also choose to send an anonymous response and additional information to Eezy. The dialogue between Eezy and the whistleblower can continue for as long as desired by the parties.

[Watch the video](#)

on the WhistleB website
subtitles in the CC option

Reliable and secure whistleblowing process and investigation

- ✓ The progress of investigating misconduct is described in the guidelines of the whistleblowing channel available on Eezy's Whistleblower www-page.
- ✓ The team in charge of receiving the reports and handling the cases consists of:
 - ✓ Ilpo Toivonen, Chief Legal Officer
 - ✓ Mikko Innanen (Hanna Lehto), Director, People and Culture
- ✓ The data is processed according to the valid data protection legislation (incl. the General Data Protection Regulation of the EU) and stored within the EU. The whistleblower's personal data is erased once the investigation is completed. For our privacy statement concerning the processing of personal data, please visit: <https://eezy.fi/en/data-protection/>



Provider of the whistleblowing service



WhistleB Whistleblowing Centre

More than 25 years of experience in sustainability and corporate ethics.

At the moment, the WhistleB is used globally in more than 60 languages and in more than 150 countries, including all the EU countries.

For further information, please visit: www.whistleb.com

CERTIFICATIONS

- ✓ compliant with GDPR regulations
- ✓ DPIA
- ✓ compliant with the ISMS standard / ISO 27001.
- ✓ ISO 27001 and ISO 27018 certifications, Microsoft Azure
- ✓ Cloud Security Alliance, CSA
- ✓ Regular vulnerability and intrusion tests. External auditing.
- ✓ WhistleB has signed the Global Compact pact of the UN



[Visit the WhistleB Trust Centre »](#) to learn more about data protection

Eezy's whistleblowing channel

How to find our whistleblowing channel:

❖ Customers/partners:

<https://report.whistleb.com/eezyext>

