

Whistleblower Protection

We at GLS are committed to clear ethical principles. This is a pillar of our success as a business. All GLS staff bears responsibility for GLS living up to its principles; quite often, it is the misconduct of just a few that badly reflects on the reputation of a business as a whole. Hence, it is crucial for GLS to get notified of potential misconduct of its staff, its suppliers or third parties as early as possible so that we can quickly act on it and efficiently remedy the situation.

Effective from 23 April 2022, the Whistleblowers' Protection Act came into force (https://narodne-novine.nn.hr/clanci/sluzbeni/2019_02_17_357.html). This Act obliges GLS to establish an internal reporting channel. Through this internal reporting channel, whistleblowers can inform GLS of potential work-related misconduct. Whistleblowers may use the internal reporting channel to report the following:

- Financial crimes (embezzlement, tax evasion)
 - Money laundering, financing of terrorism
 - Violation of human rights or positive regulations
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Reports which concern the offences detailed above will be treated with the utmost confidentiality to maximize the protection of whistleblowers and those mentioned in the report. In addition, the Act protects whistleblowers against any form of retaliation.

For all other reports please feel free to also contact the internal reporting channel. Such reports are also treated strictly confidentially.

However, please be advised that, as a whistleblower, you will only enjoy the protections guaranteed by the Act if you had at the time of submitting the report sufficient reason to assume that your report was true. You are not protected when submitting a report which you know is untrue.

The internal reporting channel within the meaning of Section 19. of the Whistleblowers' Protection Act is Compliance.

Please contact the internal reporting channel via

1) EQS [GLS - Home \(integrityline.com\)](https://www.integrityline.com) or

2) Dr. Rainer Buchert, Attorney-at-Law

Dr. Rainer Buchert, Attorney-at-Law

Kaiserstraße 22

D-60311 Frankfurt am Main

Dr. Buchert can be reached as follows:

Tel.: +49 69 710 33 330 ili +49 6105-921355

Telefaks: +49 69 710 34 444

E-mail: kanzlei@dr-buchert.de

Please feel free to use the electronic contact form also:

[Ombudspersons against corruption and commercial crime | Law Office of Buchert Jacob Partner \(ombudsperson-frankfurt.de\)](#)

Besides contacting the internal reporting channel, you also have the possibility to contact the relevant authorities directly (external reporting). The relevant authorities are:

Ombudswoman of Croatia ([Ombudswoman of Croatia \(ombudsman.hr\)](https://www.ombudsman.hr))

Please follow this link for more information: [Frequently asked questions - Ombudswoman of Croatia \(ombudsman.hr\)](#)

The Act allows you to choose whether you would like to contact the internal reporting channel first or whether you prefer to submit your report directly to the relevant external authority. However, we urge you to always contact us first via the internal reporting channel. GLS will investigate your report with the utmost seriousness and will try to remedy the offence. If you are still dissatisfied with the situation following the completion of our internal follow-up measures you may still contact the external authorities.

Do you have any questions in relation to the above? Please feel free to email us at compliance@glc-croatia.hr