

Warning System

The Ad Astra Group is committed to providing a safe environment for our employees and business partners to speak up if they witness misconduct.

If any behavior violating our Code of Conduct is either seen or suspected, we urge everyone to report it via the Ad Astra Group Warning System. This will allow the Ad Astra Group to investigate and address the issue at hand. Even if one is not sure or does not have all the proper evidence, the Ad Astra encourages us to share as much information as possible.

Reports can be made anonymously, and all cases are kept confidential, whether personal information is provided or not. The Ad Astra Warning System is hosted on a secure, external website through which anyone can raise concerns safely and anonymously. The Ad Astra has zero tolerance for retaliation taken against whistleblowers and witnesses alike.

The Warning System can be used by both internal and external stakeholders such as employees, business partners, suppliers and customers.

You can read about our Privacy & Cookie Notice to www.ad-astraltd.com

Visit the Ad Astra Group Warning System below, as follows:

Ad Astra is committed to providing a safe environment for our employees and business partners by enabling you to report violations of laws as well as the Ad Astra Group's policies and procedures.

To support this, the Ad Astra Warning System is a global platform that facilitates reporting of such violations, and anonymously, if needed. The platform is hosted on a secure, external website where anyone can feel comfortable raising a concern without fear of retaliation.

You can raise a concern anonymously and still be able to communicate and follow up on the status of your report by creating a disclosure profile in the system. All reports are treated as strictly confidential regardless of whether you provide your name or not.

The Ad Astra Warning System is designed to receive disclosures relating to the matters below:

- Abuse of Influence
- Bribery / Corruption
- Breach of Policy / Procedure
- Bullying / Harassment
- Conflict of Interest

- Discrimination
- Fraud
- Health / Safety / Environment
- Supplier Misconduct
- Theft
- Other Unethical Behaviour or Misconduct

If you want to report a violation, this can be done to office@ad-astraltd.com .

If you have any other queries relating to the service and how it operates, please email office@ad-astraltd.com