



Whistleblowing Policy

In accordance with Directive (EU) 2019/1937 as transposed into national law by Greek Law 4990/2022

At “**GREEK CANNING INDUSTRY ELBAK S.A.**” .” (hereinafter referred to as the "Company"), we are committed to the highest standards of **ethics, transparency, and lawful business conduct**. We encourage all members of our management, executives, and employees to maintain high standards of personal and professional integrity and to report any illegal or improper behavior that could negatively impact the employees and, more broadly, anyone working with the Company, as well as the Company’s operations and reputation. To achieve this objective, the Company has established a specific internal mechanism for the submission of reports.

1. Who Can Submit a Report?

The following individuals can submit a report (as whistleblowers):

- Employees
- Shareholders
- Customers
- Suppliers
- Contractors (including their personnel)
- More broadly, any third party working with the Company

2. What Can Be Reported?

Reports may relate to suspected violations of law involving:

- Product safety or compliance
- Environmental protection
- Consumer and public health
- Cybersecurity and information systems
- Financial crimes, including fraud and money laundering
- Terrorist financing
- Other criminal acts
- Breaches of our Company’s ethical standards as stated in different policies

3. How to Report

A. Internal Company Procedure

Whistleblowers can report concerns **anonymously or with their identity**, using one of the following methods:

- By e-mail: anafora-yppa@elbak.gr
- By phone: +30 2410 549547 (*Available from Monday to Thursday, 08:00 – 13:00*)
- In person, by arranging a meeting with our reporting Officer via the above email or phone number.

Your identity and the content of your report will be kept strictly **confidential**. We ensure **protection from retaliation** for all whistleblowers acting in good faith.



B. External Reporting Procedure to the National Transparency Authority (NTA)

If you prefer, or if you feel your report was not properly addressed by the Company, you may also report directly to the National Authority for Transparency (NTA) by using one of the following reporting options:

- By the submission of a report in person or by post at the headquarters of the NTA:
National Authority for Transparency, address: 3 Vasilissis Sofias Ave., 10674 Athens, Greece
- By e-mail: external.whistle@aead.gr
- By completing the online form at <https://extwhistle.aead.gr/#/>
- More information can be found on www.aead.gr