

Whistleblower Policy

Updated on 30 January 2025



“Maintaining integrity, accountability, and transparency standards in all activities”

Our standards

- GG International maintains the highest integrity, accountability, and transparency standards. We expect all our employees, contractors, partners, and beneficiaries to adhere to our Code of Conduct and report any suspicions or allegations of misconduct, such as sexual harassment, aid diversion, fraud, or money laundering and counter-terrorism financing (AML/CFT).



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Our expectations

- We encourage anyone who reasonably believes that such misconduct has occurred, is occurring, or is likely to occur within our company or concerning our work to report it through our whistleblower mechanism. This mechanism protects the identity and confidentiality of the whistleblower, ensures a fair and impartial investigation of the matter, and prevents any retaliation or adverse consequences for the whistleblower.



Our complaints process



The whistleblower officer, based in Corporate HQ, Dubai, is responsible for receiving, acknowledging, assessing, and investigating the reports promptly and professionally. The whistleblower officer will also provide regular updates to the whistleblower on the progress and outcome of the investigation, subject to legal and confidentiality constraints.



Professional

Our company takes all reports of misconduct seriously and will take appropriate action to address them. Depending on the nature and severity of the misconduct, the action may include disciplinary measures, termination of employment or contract, referral to law enforcement authorities, or recovery of losses or damages. Our company also prohibits retaliation or victimization against anyone who makes a report in good faith or cooperates with an investigation. Anyone who engages in such behavior will face disciplinary action.



Help

If a whistleblower believes they are subject to retaliation or victimization, they should report it immediately to the whistleblower officer or another senior manager within their regional office or to: Human Capital Officer, Corporate HQ: matte.birchler@gg-int.com

Our values

Our company values the contribution of whistleblowers in promoting a culture of integrity, accountability, and transparency. GG International HR Department regularly reviews and updates this policy to ensure its effectiveness and alignment with best practices.

Our last review of this policy was on **30 January 2025**.

