

GCB COCOA UK LTD

Whistleblowing and Grievance

Reporting Illegal, Unethical and Inappropriate Events

The company encourages the reporting of suspected or actual occurrences of illegal, unethical, and inappropriate events (behaviours and practices), which could include:

- **PERSONAL SAFETY ISSUES**
- **PRODUCT SAFETY, AUTHENTICITY, LEGAL AND QUALITY ISSUES**
- **ILLEGAL ACTIVITIES**
- **UNETHICAL TREATMENT OF STAFF**

Members of staff should report their concerns of any noncompliance to the GCB Code of Conduct to the whistleblowing committee:

By Email: whistleblower@favorich.com

By Post: Whistleblower Committee
PLO273, Jalan Timah 2, Pasir Gudang Industrial Estate
81700, Pasir Gudang, Johor, Malaysia

The member of staff's anonymity will be maintained and at no time will their identity be divulged to the company and therefore will not be subjected to any retaliation.

Employee Grievance:

The grievance procedure enables GCB Cocoa UK to ensure that any problems, complaints, or concerns raised by employees are dealt with in a fair, timely and consistent manner. If an employee has a grievance or complaint regarding:

- Their work conditions, pay and benefits, working hours; or
- Discrimination on the grounds of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status, or ethnic origin; or
- Treatment by colleagues including harassment and bullying; or
- Any other issue effecting their employment,

It should be raised in line with this procedure.

For the full policy, please contact your manager or HR