

STACK recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisals from those responsible for the malpractice. STACK will not tolerate any ensuing harassment or victimisation and will take all possible measures to protect employees who raise concerns in good faith. STACK has therefore arranged for a Whistle-blower Service. More Information can be found in STACK's Code of Business Principles.

The whistleblowing channel is administrated by Ernst & Young AS (EY). As an independent third party EY receives the report on behalf of STACK and gives advice on further action.

THERE ARE ALTERNATIVE WAYS TO FILE A REPORT:

**By mail: Ernst & Young AS, FIDS Postboks, 1156 Sentrum, Norway**

**By phone: +47 24 00 20 14**