

Policy Name	Whistleblowing
Policy Type	Group Policy
Document Number	SK tes-GRPCOM-COM- 002

1. POLICY STATEMENT

- 1.1. SK tes offers a secure and dependable avenue for individuals to report any misconduct, including actual or suspected fraud, violations of the Code of Conduct, applicable laws, or company policies, without fear of retaliation, provided whistleblowing is conducted in good faith.
- 1.2. Mechanisms are in place to facilitate an independent, fair, and thorough investigation of the reported concern, followed by the implementation of appropriate follow-up actions.

2. POLICY

- 2.1. Employees are protected against retaliation (of any kind) and are supported, for raising genuine matters of concern.
- 2.2. There is zero tolerance towards any retaliation or anyone who acted against whistleblowers who raise those concerns in good faith.
- 2.3. The identity of the whistleblower and the information they disclose are highly confidential. These shall never be disclosed, unless required under the law or consented by the whistleblower.
- 2.4. All whistleblowing reports, including anonymous reports, will be handled seriously and with care.
- 2.5. Misuse of whistleblowing channels for personal gain will not be tolerated, and neither will frivolous or malicious whistleblowing / act be condoned.

3. OTHERS

- 3.1. Anonymous reports can be raised using this link: <https://www.sktes.com/ethics>