

Our Performance in 2022

100%

completion rate for annual ethics training

- Delivered ethics training to our entire workforce
- Received 53 reports through our Whistleblower Line

During 2022, every member of our workforce and every Board member completed online ethics training and signed an acknowledgement of the Code. Each year we update and adjust the training content to cover specific areas. The focus during 2022 was on how to live the Code and ABAC Policy in day-to-day activities.

We received 53 reports through the Whistleblower Line last year (2021: 44). While two alleged bribery or fraud cases were reported, both cases were investigated and could not be substantiated. More than 68% of the issues reported related to alleged inappropriate or unfair treatment of employees by another employee, supervisor or manager. Each case is investigated to substantiate the allegations and action is taken where appropriate. In 2022, 40% of reports were substantiated; 89% of substantiated reports have been closed while the remaining reports continue under investigation.

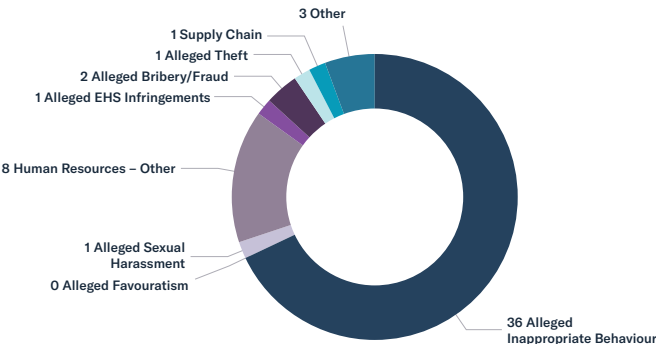
89%

completed investigations of reports through our Whistleblower Line

Zero

substantiated cases of bribery or corruption

2022 NUMBER OF REPORTS BY TYPE



PRIORITIES FOR 2023

- Continue to provide robust ethics and anti-corruption training for the entire workforce.
- Assess bribery and corruption risks in all jurisdictions.

