



WHISTLEBLOWING POLICY

Confidential Reporting Channel

METAWOOD is committed to conducting its business with integrity, transparency, and respect for the law. To support this commitment, METAWOOD provides secure reporting channels that allow concerns to be raised safely, confidentially, and, where permitted by law, anonymously.

What Can Be Reported

The whistleblowing channel may be used to report suspected or actual misconduct, including illegal activities, fraud, corruption, bribery, breaches of company policies or ethical standards, conflicts of interest, health, safety or environmental risks, human rights violations, abuse of authority, or other unethical business practices.

Who Can Report

This reporting channel is available to METAWOOD employees, contractors, temporary workers, suppliers, business partners, consultants, and any individual with a professional relationship with METAWOOD.

How to Submit a Report

External / Confidential Reporting: whistleblowing@metawood.eu

Internal Reporting: Concerns may also be reported to a direct manager or designated management representative. Reports may be submitted anonymously. To remain anonymous, please avoid including identifying personal information.

Confidentiality and Protection

METAWOOD ensures strict confidentiality, protects the identity of the reporting person, and prohibits any form of retaliation against individuals who report concerns in good faith. Retaliation is treated as a serious violation of company policy.

Handling of Reports

All reports are reviewed impartially, handled only by authorized personnel, and investigated in a timely and appropriate manner. Where misconduct is confirmed, corrective actions will be taken in accordance with applicable laws.

Legal Basis

This whistleblowing system is established in accordance with applicable national laws and Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law.

Contact

For questions regarding this whistleblowing channel or reporting process, please contact:
whistleblowing@metawood.eu