



RUBIS INTEGRITY LINE

Employee or **supplier**, we are all responsible for maintaining a safe and honest work environment.

If you witness or suspect a violation of the law or of Rubis' Code of Ethics or Anti-Corruption Guide please **report it!**



Corruption



Conflicts of interest



Data or IS security



Fraud



Human Resources



Competition



Health, safety and the environment



Other topics

If you issue a report in good faith without any direct financial compensation, your report will be treated in **complete confidentiality** and you will be **protected against any form of retaliation.**

HOW TO SUBMIT A REPORT ?

Step 1

You are a Rubis Group employee:

Share your concerns with your manager and/or your entity's Compliance Advisor

You are not a Group employee:

Share your concerns with your usual point of contact

If your report is disregarded or no follow-up action is taken
OR
if the circumstances prevent you from sending your report to these people

Step 2

Scan the QR code below to learn more about the whistleblowing system



and/or use the Rubis Group secure platform:

<https://rubis.integrityline.org/>