

## OUR WHISTLEBLOWING CHANNEL

**Welcome to Forethix's Whistleblowing Channel** – a secure and confidential way to report concerns related to ethics, compliance, or human rights within the scope of Forethix's activities.

You can report a concern through one of three channels: by phone, by email, or by completing an anonymous form.

This channel allows anyone to raise issues involving integrity, workplace ethics, or potential human rights violations linked to Forethix, reflecting our commitment to transparency and responsible conduct.

### HOW TO REPORT A CASE?



#### by email

to our Chief Corporate  
Services Officer

[Send an email](#)



#### by phone

(available Monday, Tuesday, Thursday,  
and Friday during business hours)

[+352 621 626 310](#)



#### whistleblowing form

(with option to remain anonymous)

[Complete the form](#)

For more details about the entire process, please refer to our [Whistleblowing Procedure](#)

# WHISTLEBLOWING FORM

## HUMAN RIGHTS CONCERNS

The present whistleblowing form is intended to allow both internal and external stakeholders to report any suspected or actual human rights violations related to the activities, services, or partnerships of Forethix. Reports submitted through this channel may be made anonymously and will be handled with the strictest confidentiality. In line with Directive (EU) 2019/1937 on the protection of whistleblowers, Forethix is committed to ensuring that no form of retaliation, threat, or discrimination is tolerated against individuals who report concerns in good faith.

This mechanism is part of Forethix's commitment to respecting and promoting human rights, and to ensuring that any related concerns are addressed in a timely and appropriate manner.

### Nature of the concern

---

\* Please select the type(s) of issue(s) you are reporting (select all that apply)

- 1.Right to freedom and equality – all human beings are born free and equal in dignity and rights.
- 2.Prohibition of discrimination
- 3.Right to life, liberty and personal security
- 4.Prohibition of forced labor – no one shall be held in slavery or servitude.
- 5.prohibition of torture – no one shall be subjected to torture or to cruel, inhuman or degrading treatment.
- 6.Right to recognition as a person before the law
- 7.Equality before the law – all are equal before the law and are entitled to equal protection.
- 8.Right to an effective remedy before tribunals
- 9.No arbitrary arrest, detention or exile
- 10.Right to a fair and public hearing
- 11.Right to be presumed innocent until proven guilty
- 12.Right to privacy
- 13.Right to freedom of movement and residence
- 14.Right to seek asylum
- 15.Right to a nationality – no arbitrary deprivation of nationality
- 16.Right to marry and to found a family with free and full consent
- 17.Right to own property
- 18.Right to freedom of thought, conscience and religion
- 19.Right to freedom of opinion and expression
- 20.Right to peaceful assembly and association
- 21.Right to equal access to public services
- 22.Right to social security
- 23.Right to work and to equal pay for equal work
- 24.Right to rest and leisure
- 25.Right to an adequate standard of living – food, clothing, housing, medical care...
- 26.Right to education
- 27.Right to participate in cultural life
- 28.Right to a social and international order
- 29.Respect for the rights of others
- 30.Integrity of the rights – no abuse of rights
- 31.Right to a clean, safe and sustainable environment

## Description of the incident

---

\* Please provide a detailed description of the situation, including :

- *What happened?*
- *When and where did it occur?*
- *Who was involved (if known)?*
- *Any witnesses or supporting evidence?*

\* Is this an ongoing issue?

- Yes
- No

\* Have you reported this concern elsewhere?

- Yes (please specify to whom)
- No

### Notification and follow-up

---

\* If you wish to be contacted for follow-up, please provide your email details:

- I wish to remain anonymous
- I agree to be contacted for follow-up

---

You can submit this form either by email or anonymously by post.

@ E-mail to our Corporate Services Chief Officer: [sebastien.habay@forethix.com](mailto:sebastien.habay@forethix.com)

✉ **Forethix S. à r.l.**  
Attn. Sébastien Habay  
Centre Opérationnel :  
77-79 Parc d'Activités de Capellen,  
L-8308 Capellen