



WHISTLEBLOWING

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“GCL International Bulgaria” Ltd. (“the Company”) is committed to protect workplace ethics and integrity of the Company through openness and accountability

The Company has established a mechanism of whistleblowing to enable any members within the Company, subcontractors, The Company certified clients, customers/ suppliers of The Company certified client within the supplier chain, stakeholders, interested parties and public can voice concerns in a responsible and effective manner.

The Company will treat all such voices in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may reveal the source of the information and the individual making the disclosure may need to provide a statement as part of the evidence required for investigation.

All whistleblowing can be trigger and make the Company aware via its website (www.gcl-intl.bg) and they will be directly delivered to top management of the Company including Executive Director, Chair of Impartiality Committee, Chief Operating Officer and Investigating Officer.

The investigating officer should initiate an investigation to study the validity, impact of the issues, deploy a team for investigation, report to the top management about the result of investigation for further advice.

If there is evidence of critical concerns such as criminal activity, then the investigating officer should inform Police and relevant local authorities.

The Company will ensure that any internal investigation does not hinder a formal police investigation.

The Investigator shall also review if the issue raised shall be reported to its Accreditation Bodies, Scheme Owners or other stakeholders.