

Grievance reporting system



At Formika, we create an **ethical work environment** based on our values. In case of observing a breach of rules, everyone should react and report it without fear of any retaliatory actions. We always encourage direct communication with your supervisor or the HR department, or reporting to the **Ethics Committee**, which has been established in the company.

SEE A GRIEVANCE ISSUE?  REPORT IT!

REPORTS CAN BE MADE IN 3 WAYS:



VIA E-MAIL

rzecznik-etyka@formika.com.pl



BY PHONE


Ethics Officer: +48 22 314 53 53



THROUGH AN ONLINE PLATFORM

formika.liniaetyki.com

(option to report anonymously available)



The rules related to reporting violations are specified in the internal document: "

Grievance Procedure for Reporting Suspected Unlawful or Code-Contrary Activities

The document is available for review:

- IN THE HR DEPARTMENT
- ON THE SHARED DRIVE: WYMIANA 2/ HR FOLDER
- IN THE SHIFT LEADERS' KIOSKS
- ON THE WEBSITE:
WWW.FORMIKA.COM.PL