

---

# WHISTLEBLOWER

---

## Instructions for Tenuro Companies

### Why this is required

All Tenuro Group companies must provide access to a whistleblowing channel.

- The [EU Whistleblower Directive](#) applies to organisations with **more than 50 employees**.
- Tenuro Group exceeds this threshold, meaning the requirement applies to all group companies.
- Providing a whistleblower channel supports **transparency, integrity, and trust**, which are core to Tenuro's people-first and responsible ownership approach.

---

### What you need to do

Each company must add a whistleblower link to its website.

**Use the Tenuro Group reporting channel:**

<https://report.whistleb.com/en-GB/TenuroAB>

This link ensures:

- Secure and fully anonymous reporting
- Compliance with legal requirements
- A consistent group-wide process

The management and employees of the company will not have direct access to messages sent via the link. If necessary, the CEO of the company will be contacted to address the matter.

---

### Where to place it

- It can be placed on any suitable page on your website or the website footer
- Label it clearly as:  
“Whistleblower” or “Whistleblowing”
- You may include a short description alongside the link (this is optional) e.g.:  
“We are committed to transparency and ethical conduct. You can report concerns confidentially through our whistleblowing channel.”