

## WHISTLEBLOWING INFORMATION GUIDE

The Whistleblowing Channel Procedure shall be in accordance with Art. 4 and ss of the law 2/2023 and point 8 of the norm ISO 37002.

Any person wishing to report an irregularity should contact the Compliance Officer through the Communication and Whistleblowing Channel via any of the different approaches listed below, informing him/her of the type of report, the events that have occurred, the date of the events, the person or persons involved and any documents or information supporting the report.

The available channels to get in contact are as follows:

- <https://www.partidalogistics.com/en/nosotros/>
- E-mail to [compliance@partidalogistics.com](mailto:compliance@partidalogistics.com)
- Corporate phone 956.58.16.11 by selecting option 7 of the Legal department.
- Prior face-to-face appointment with the Compliance Officer and Channel Manager.
- External complaints channel through established official organisations.

**What can I report?** In the Whistleblowing Channel you can report possible irregularities, violations or contrary behavior to our code of ethics, the law or our internal regulations. Such as issues related to public procurement, bribery and corruption, competition law, fraud, financial crime and prevention of money laundering, product- transport- and food safety, animal health and welfare, public health, consumer protection, protection of privacy, personal data and network security, breaches of competition rules and, last but not least, serious or very serious criminal or administrative violations. Very serious violations will always be understood to be those that imply a breach for the fiscal authority and Social Security.

PARTIDA ADUANAS ensures that its whistleblowing management system includes the following processes:

- reception of whistleblowing reports
- assessment of the best manner to deal with whistleblowing and how to protect and support the complainant;
- handling of whistleblowing and the needs of protection and support of the persons involved;
- conclusion of the whistleblowing cases

PARTIDA ADUANAS will take the necessary precautions to maintain confidentiality and prevent the whistleblower from suffering any type of retaliation, penalty or negative consequence for the mere fact of having reported a complaint. Any attempt at retaliation or breach of the confidentiality guarantees will be considered a very serious offence and will be subject to the appropriate disciplinary action.