



WHISTLE-BLOWING POLICY

OUR COMMITMENT:

Berger Paints Nigeria Plc is committed to the highest possible standards and best practices in corporate Governance. In line with this commitment, we expect our employees and all stakeholders to be interested in all aspects of our work, transaction and products. To this end, our doors and ears are open to any information that will help move the company forward.

PROTECTION:

Berger Paints Nigeria Plc. recognizes that the decision to report a concern can be a difficult one to make mostly out of fear of victimization. However, the company is unequivocally committed and undertakes to protect all whistle-blowers.

Berger Paints Nigeria Plc. will not tolerate any harassment or victimization (including informal pressures) and will take appropriate steps to protect any employee and/or stakeholder who alert the company of any danger, wrong, fraud or threat of fraud.

CONFIDENTIALITY:

All information will be treated in strict confidence while the identity of the whistle-blower is protected. This policy encourages you to include your name, address and phone number when passing on any information to the company. However, as a matter of honour,

- Staff/stakeholder must disclose the information in good faith
- Staff/stakeholder must believe it to be substantially true
- Staff/stakeholder must not act maliciously or make false allegations
- Staff/stakeholder must not seek any personal gain

HOW TO RAISE A CONCERN:

For staff as a first step, you should raise concerns with your immediate supervisor/manager or their superior. For example, if you believe that management is involved, you should approach the Board or a Board member.

NUMBERS TO CALL:

For other stakeholders, please call the following dedicated whistle blowing numbers:

09037775796, 08102164559, 09062496100

We Are Committed To Serving You Better.

**SIGNED
MANAGEMENT**