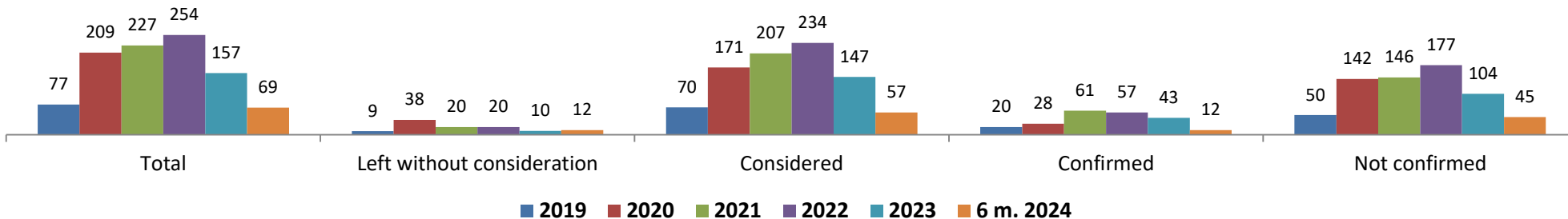
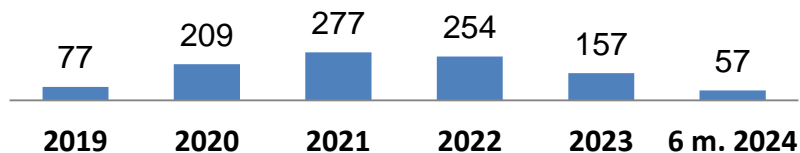


Hotline calls

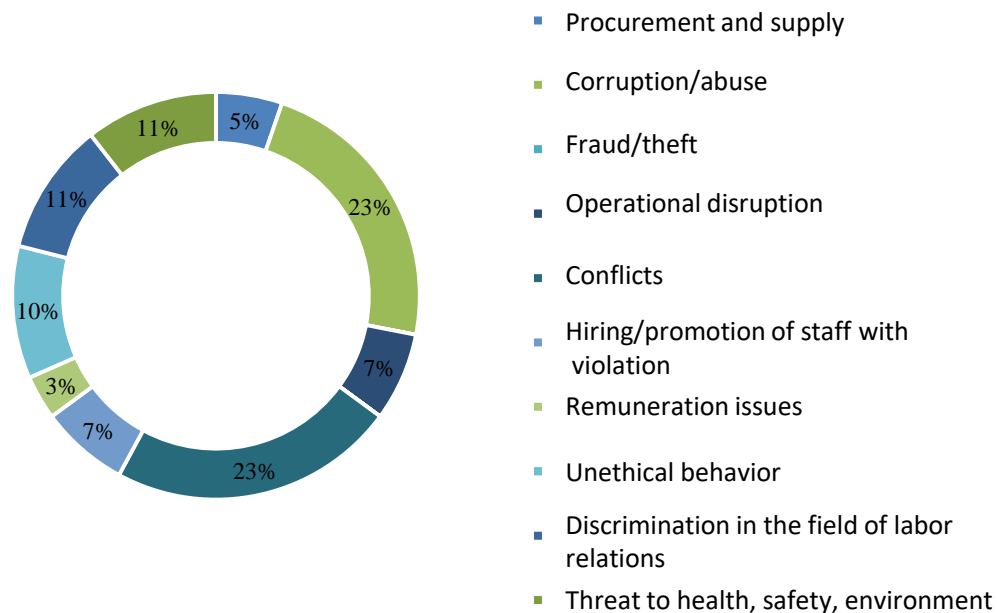
Hotline calls



Hotline calls



The structure of confirmed requests for the 1st half of 2024



Measures taken	Total number			
	2021	2022	2023	6 m. 2024
Remark	14	9	2	2
Reprimand	24	27	22	8
Transfer to a lower-level position	3	5	3	2
Termination of employment relations	7	12	1	2
Termination of contracts with counterparties	-	3	-	-
Re-employment	-	1	-	-

Hotline calls by type of violation

Risk areas and types of violations	Hotline calls by type of violation Total number of messages		Role of the Applicant						Number of confirmed messages	
			employees		counterparties		Anonymous / other			
	2023	6 m. 2024	2023	6 m. 2024	2023	6 m. 2024	2023	6 m. 2024	2023	6 m. 2024
Purchasing and Supply	6	3	0	0	6	1	0	2	3	1
Corruption/abuse	32	13	19	5	5	0	9	8	10	1
Fraud/Theft	2	0	1	0	1	0	0	0	0	0
Operational Violations	14	4	2	2	11	2	1	0	4	0
Accounting violations	1	0	1	0	0	0	0	0	1	0
Labor conflicts	23	13	22	11	0	0	1	2	9	5
Hiring/promotion of staff in violation	18	4	15	3	0	0	3	1	2	0
Wage issues	12	2	12	1	0	0	0	1	1	0
Unethical behavior	23	6	13	5	8	1	2	0	9	2
Discrimination in the sphere of labor relations	3	6	2	5	1	0	0	1	0	2
Threats to health, safety and the environment	13	6	9	5	2	0	2	1	4	1
Leakage/destruction of information	0	0	0	0	0	0	0	0	0	0
Unauthorized acquisition, write-off and/or use of assets (money laundering)	0	0	0	0	0	0	0	0	0	0
	147	57	96	37	34	4	18	6	43	12