

Whistleblowing Procedure

according to Czech Act No. 171/2023 Coll., on the Protection of Whistleblowers

Internal whistleblowing procedure SEA Enterprises a.s.

SEA Enterprises a.s. has established an internal whistleblowing procedure based on Czech Act No. 171/2023 Coll., on the Protection of Whistleblowers (hereinafter referred to as the „Whistleblower Protection Act“).

If you witness, or become aware of possible unlawful, unethical, or discriminatory conduct, you can contact the relevant SEA employee listed below, who will receive the case confidentially and examine the merits of the case and then propose measures to remedy the situation.

SEA Enterprises a.s. receives and handles cases submitted by employees, contractors, persons performing volunteer activities, internships, or who have applied for a job.

SEA Enterprises a.s. in accordance with the provisions of § 9 par. 2 a) and b) point 3. of Whistleblower Protection Act is not required to receive notifications from a person who does not perform work or other similar activities for SEA Enterprises a.s. pursuant to § 2 par. 3 a), h) or i) of the Whistleblower Protection Act.

You can submit a notification:

- in writing to the e-mail address below, or by post
- in person (to arrange a personal submission, please contact us at the e-mail address below)

whistleblowing@sea-reelgood.com

Relevant person of SEA Enterprises a.s. pursuant to the Whistleblower Protection Act:
Ing. Šárka Vlasáková

Postal address: SEA Enterprises a.s, Tovární 5534, 430 01 Chomutov, Česká republika
(please include on the envelope the name of the relevant person listed above)

External whistleblowing procedure in the Czech Republic

An external notification channel is available at the Ministry of Justice of the Czech Republic. Submission of a whistleblowing case to the Ministry is not subject to the initial submission of a case through the internal SEA whistleblowing procedure. It is entirely up to the whistleblower to decide which procedure to choose, internal or external.

A case can be submitted to the Ministry of Justice at:
<https://oznamovatel.justice.cz/chci-podat-oznameni/>

Authorized persons of the Ministry evaluate the case with respect to the scope of the Whistleblower Protection Act and the competence of the public authority that should deal with the reported case. Subsequently, they submit the case for further investigation to public authorities (e.g. law enforcement authorities, inspection bodies, etc.).

However, unlike the above-mentioned relevant persons who receive and handle reports within the framework of the internal SEA whistleblowing procedure; the authorized employees of the Ministry of Justice do not carry out any investigation of the reported unlawful conduct by the organization in which it is alleged to have occurred, nor do they subsequently propose measures to prevent or remedy the detected unlawful situation.

More information can be found on the website of the Ministry of Justice at:
<https://oznamovatel.justice.cz/informace-pro-oznamovatele/>

