

WHISTLEBLOWER PROTECTION POLICY

PURPOSE



Whistleblower Protection Policy is issued to **encourage and protect people** to report suspected wrongful conduct occurring in NSRP.

All personnel having information and evidence on wrongful conducts in NSRP can be a Whistleblower.

WHO ARE WHISTLEBLOWERS?

People who **report wrongful conducts** including:

- **NSRP Employees**
- NSRP Outsourcing personnel
- Personnel of NSRP's **contractors, subcontractors**
- Other stakeholders.



WHAT WILL BE REPORTED?

WRONGFUL conducts in the areas including (but not limited to):

- Health and safety, environment
- Business Transaction
- Legal and internal compliance
- Retaliation or potential retaliation

RIGHTS OF WHISTLEBLOWER

- Filing complaints. Information is treated as being **highly confidential**.
- Being **protected** from retaliation
- Withdrawing a filed complaint (but with reasonable explanation)

RESPONSIBILITIES OF WHISTLEBLOWER

- Providing **accurate information and evidence** to support the complaint
- **Collaborating closely** with concerned parties in investigation process
- Being responsible for untruthful evidence/information

CONTACT

Name of Legal Agency: **BROSS & Partners**

Address: 21st Floor, Charm Vit Tower, No. 117 Tran Duy Hung Str., Cau Giay Dist., Hanoi

Channel	Content	Feedback time
Hotline	(+84) 94 849 4746	Immediately
Hot email	nsrp@bross.vn	Within 1 working day from the receipt
Mail address	Mr. Tran Anh Hung BROSS & Partners	Within 1 working day from the receipt
Face to face meeting	Contact in advance via three channels above for booking date, time and venue	Immediately