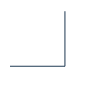
**THE WHISTLEBLOWER SCHEME OF   
International Media Support**



**WHAT IS A WHISTLEBLOWER SCHEME?**

In order to ensure openness and protect International Media Support, it is important that we become aware of offenses and reprehensible conditions. Our Whistleblower Platform should be used for this.

By using the Whistleblower Platform, you contribute to the development and protection of our workplace and your colleagues.

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**WHAT YOU CAN REPORT (EXAMPLES)?**

Violations or suspected violations of:

* The criminal law or other legislation
* Internal rules and policies
* Violation of occupational safety
* Threats to the environment, health, and safety
* Other inappropriate actions and critical conditions.

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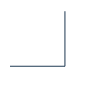
**WHAT MAY NOT BE REPORTED (EXAMPLES)?**

* HR conditions, e.g. salary, collaboration difficulties and termination
* Dissatisfaction with the meals in the canteen
* Dissatisfaction with work tasks or manager’s delegation of tasks.

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**ANONYMITY AND CONFIDENTIALITY**

All inquiries are treated confidentially, and you can also report anonymously.



When you make report, Lund Elmer Sandager receives the report. Lund Elmer Sandager has a duty of confidentiality regarding your identity in handling the cases and they have fixed processes for processing the report.

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**REPORTING**

You can make a report by filling out the web form available at:

https://whistleblower.les.dk/dk/mainpublic?command=dk.tempusserva.solution.whistleblow.LandingPublicPage&Customer=167&Language=2

All communication via the platform takes place securely and protected. You can read more about the protection in the FAQ which you will find through the same link.

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**HOW CAN A REPORT AFFECT ME?**

If you make a report to the Whisteblower Platform in good faith, you are protected against any form of reprisals, both in civil and employment law as well as in social contexts.

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**GET TO KNOW MORE ABOUT THE SCHEME:**

Contact: Kristina Moshuus  
E-mail: kmo@mediasupport.org

The policy for the whistleblower scheme can also be accessed through the link above.

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**THANK YOU FOR HELPING US MAKING International Media Support A BETTER AND MORE RESPONSIBLE WORKPLACE!**

