



DAVELOR SHIPS SERVICES

WHISTLEBLOWER POLICY

Version: 1.0

Effective Date: June 2022

Approved by: Management

1. Commitment to Speaking Up

Davelor is committed to maintaining an ethical and transparent workplace where all employees, partners, and stakeholders feel safe to raise concerns. We encourage open communication and provide clear channels for sharing any suspected unethical, illegal, or improper behavior without fear of retaliation.

2. Reporting Concerns

Anyone who observes or suspects misconduct, violations of our Code of Ethics, or any other company policies is encouraged to raise these concerns promptly to their supervisor, management, or designated compliance officer.

3. Protection and Confidentiality

We ensure that all concerns are treated with confidentiality and respect. Davelor protects whistleblowers from any form of retaliation or discrimination, affirming our commitment to a safe and supportive environment.

4. Review and Handling of Reports

Our process for handling concerns is thorough, impartial, and timely, aimed at addressing issues effectively while maintaining fairness for all parties involved.

5. Commitment to Integrity

By fostering a culture of accountability and trust, Davelor supports integrity and compliance throughout our organization.

6. Reporting Channel

Any employee, client, supplier or third party who wishes to report a concern or suspected misconduct under this Policy may contact the Company through the following reporting channel:

Email: compliance@davelor.com

Reports will be treated confidentially and may be submitted anonymously where permitted by applicable law.