

# **Supplier Whistleblower Procedure**

The reporting of violations to Barfield, Inc. and Barfield Precision Electronics, LLC (collectively “Barfield”) is optional and no adverse action will be taken against the Supplier or its employees.

This whistleblowing procedure seeks to put at your Supplier’s disposal, a tool ensuring the ability to reveal some accounting and financial frauds, bribe event and anti-competition practices, as well as human rights, health and security, which your Supplier becomes aware of and which may harm Barfield and Supplier’s interest.

Under this whistleblowing procedure, Supplier can report the following:

- Violations of AF KLM Anti-Bribery Manual, Supplier’s Anti-Bribery Policy, any bribe or influence peddling
- Violations of AF KLM Gift & Hospitality Policy or Supplier’s Gift & Hospitality Policy
- Violations of the Foreign Corrupt Practices Act
- Violations of OSHA or other health and safety violations
- Financial Fraud
- Accounting Fraud
- Anti-competitive practices
- Violations of Federal, State or local environmental laws
- Any breaches of corporate (i.e. internal documents, trade secrets, etc.) or personal (i.e. Social Security Numbers, driver’s license numbers, health information (HIPAA), etc.) data or information from Barfield or Supplier’s IT System (including Microsoft Outlook)
- Other illegal activities.

The report shall be sent confidentially by email to Barfield’s Vice President – Legal Affairs at [dino.noto@barfieldinc.com](mailto:dino.noto@barfieldinc.com) or can be delivered by hand or by mail to Dino Noto, Vice President – Legal Affairs, Barfield, Inc., 4101 NW 29<sup>th</sup> Street, Miami, FL 33142, U.S.A.

The confidentiality of Supplier’s reporting of the facts and individuals concerned shall be strongly preserved by Barfield’s Vice President – Legal Affairs, including in case of disclosure to third parties to the extent it is required for the investigation or handling of the violation reported.

Following its sending, Supplier (the “whistleblower”) will receive an acknowledgement email message related to the initial alert sent, then a second message shall come stating the lead-time needed for its examination, its admissibility and the actions taken on its report.

The information reported through the whistleblowing procedure once being verified can be deleted and destroyed within a two-month period from the closure of the verification when a disciplinary or judicial sanction doesn’t arise.

In accordance with the provisions of the applicable data protection law, Supplier whistleblower has a right to ask Barfield’s Vice President – Legal Affairs to access, correction or deletion of the Supplier’s data or the Supplier’s employee personal data. The personal data is processed in compliance with applicable authority rules.