

**Whistleblowing**

Archer has provided the following link for you to report unethical behavior and policy violations securely and confidentially. Your willingness to come forward is important to us.

**What may be reported:**

- Breaches of Archer's policies and procedures
- Corruption, bribery, or facilitation payments
- Fraud or theft
- Human rights violations / Labour rights violations
- Discrimination or harassment
- Concerns over safety threatening life, health or the environment
- Stock exchange violations or inside information abuse

**Anonymity and confidentiality**

The Archer Alertline is operated by an independent outside service provider retained by Archer. Information reported in this manner is forwarded to Archer without identifying its source unless you choose to include your personal information. In any event, all reports are treated with strict confidentiality.

**No retaliation**

No employee will be negatively affected in their employment with Archer as a result of reporting a possible violation of Archer policy or cooperating in an Archer investigation in good faith.

To make a report follow this link: <https://archer.alertline.com/gcs/welcome>