



Whistleblower Policy

OP is committed to conducting business in accordance with the highest ethical, integrity, and governance standards. Every person who works for, or in any way represents, OP is expected to always conduct themselves in an ethical and professional manner.

A whistleblower policy is a crucial tool for OP to encourage employees to expose any illegal or unethical practises within the organisation without fear of retaliation. This is particularly important in the emergency response and environmental protection sectors, where compliance with laws and regulations is necessary for the protection of both the public and the environment.

Purpose

The purpose of this policy is to provide a mechanism for employees to report any suspected or actual illegal, unethical, or improper conduct without fear of retaliation. This policy is designed to promote transparency, accountability, and ethical behaviour within OP.

Scope

This policy applies to all OP employees, including full-time, part-time, temporary, and contract employees.

Reporting Procedure

Employees who have knowledge of or suspect illegal, unethical, or improper conduct within the company should report it immediately to their supervisor, manager, or any member of the senior management team.

If the employee is uncomfortable reporting to their direct supervisor or manager, they can report to the next level of management or the OP compliance officer.

Employees can also report the concern through the company's confidential reporting system, which can be accessed via a web-based portal. Employees can choose to remain anonymous when reporting through the confidential reporting system.

Protection Against Retaliation

OP strictly prohibits retaliation against any employee who reports a concern in good faith. Retaliation includes any adverse employment action such as termination, demotion, suspension, or any other form of harassment. Any employee who engages in retaliation will be subject to disciplinary action, up to and including termination.





Whistleblower Policy

Investigation and Follow-up

All reports will be investigated promptly and thoroughly by the appropriate parties. OP will take appropriate corrective action if necessary to address any violations of law or policy. OP will also provide feedback to the employee who reported the concern regarding the outcome of the investigation, to the extent possible without compromising the privacy rights of others.

False Reporting

OP takes false reporting very seriously, and any employee who knowingly makes a false report will be subject to disciplinary action, up to and including termination.

Review and Update

This policy will be reviewed and updated periodically by the OP senior management team to ensure its effectiveness and compliance with applicable laws and regulations.

Dr. Younis Al-Akhzami
Chief Executive Officer

