

## Compliance Hotlines

At Kanadevia Inova, everyone is encouraged to report violations of the [Code of Conduct \(D\)](#) or other company policies. We encourage our external stakeholders also to raise any concerns they have with us.

We are grateful for the reports we receive, and as a matter of company policy no negative action is taken against someone who makes a good-faith report.

You may use Kanadevia Inova's Hotline operated by our external hotline provider People In Touch / Speak Up. We use an external provider in order to ensure anonymity for those who wish to remain anonymous.

If you would like to use this hotline, there are three ways to do so. Using each method you will receive a case number. It is important to record that case number so you can correspond with the case handler:

1. CLICK ON THE LINK BELOW OR SCAN THE QR CODE TO LAND ON THE SPEAKUP HOME PAGE.

[SpeakUp](#)



2. USE THE SPEAKUP APP TO LEAVE A REPORT.

Download the "SpeakUp / Listen for a Change" app to your mobile phone (icon is shown below), and begin leaving your report.



3. LEAVE A TELEPHONE MESSAGE USING THE TELEPHONE NUMBER FOR THE COUNTRY FROM WHICH YOU ARE CALLING. IF USING THIS METHOD, PLEASE NOTE THE “ORGANISATION CODE”. YOU WILL NEED TO ENTER THIS CODE WHEN YOU MAKE A PHONE CALL.

The organisation code is important to ensure your report is directed to Kanadevia Inova’s Compliance Hotline.

Country	Phone number	Phone instructions	Organisation code
Albania	0035545301801	Number: +355 4 530 1801 Call charged at local rate	107395
Algeria	00213983299338	Number: +213 983 29 93 38 Call charged at local rate	107395
Australia	0061282846262	Number: +61 2 8284 6262 Call charged at local rate	107395
Austria	0800909683	Freephone: 0800 909 683	107395
Bahrain	0097316501936	Number: +973 1650 1936	107395
Bangladesh	008809610998462	Freephone: +880 (0) 9610 998462	107395
Belgium	080089326	Freephone: 0800 89 326	107395
Brazil	00551147008838	Number: +55 (11) 4700 8838 Call charged at local rate	107395
Bulgaria	8002100645	Freephone: 800 210 0645	107395
Canada	0015143950496	Number: +1 (514) 395 0496 Call charged at local rate	107395
China	108001523042	Freephone (via China Telecom): 1080 0152 3042	107395
China	108008522221	Freephone (Via China United Network): 1080 0852 2221	107395
China	4001201842	Country wide number with no supplier restriction: 400 120 1842 Call charged at local rate	107395
Croatia	08007745	Freephone: 0800 7745	107395
Cyprus	80091142	Freephone: 800 91142	107395
Czechia / Czech Republic	800050833	Freephone: 800 050 833	107395
Denmark	004543310961	Number: +45 43 31 09 61 Call charged at local rate	107395
Egypt	08000000083	Freephone: 0800 000 0083	107395
Estonia	003726093008	Number: +372 609 3008 Call charged at local rate	107395
Finland	0800392912	Freephone: 0800 392 912	107395

Country	Phone number	Phone instructions	Organisation code
France	0805543753	Freephone: 080 554 3753	107395
Germany	08001818952	Freephone: 0800 1818 952	107395
Greece	0080044145924	Freephone: 0080 0441 45924 The number will not work when called from a mobile	107395
Hong Kong	0085230194193	Number: +852 3019 4193 Call charged at local rate	107395
Hungary	0680984589	Freephone: 06 809 845 89	107395
Iceland	003544150349	Number: +354 415 0349 Call charged at local rate	107395
India	0008000503159	Freephone: 0008 0005 03159	107395
Indonesia	00622180630074	Number: +62 21 8063 0074 Call charged at local rate	107395
Ireland	1800800636	Freephone: 1800 800 636	107395
Israel	0097233741225	Number: +972 3374 1225 Call charged at local rate	107395
Italy	800147694	Freephone: 800 147 694	107395
Japan	0081366270734	Number: +81 3 6627 0734 Call charged at local rate	107395
Kenya	00254207650957	Number: +254 20 765 0957 Call charged at local rate	107395
Latvia	80005929	Freephone: 800 05929	107395
Lithuania	880030366	Freephone: 8800 30366	107395
Luxembourg	003523420808982	Number: +352 342 080 8982 Call charged at local rate	107395
Malaysia	0060377243136	Number: +60 3 7724 3136 Call charged at local rate	107395
Malta	80065144	Freephone: 8006 5144	107395
Mexico	00525547806198	Number: +52 55 4780 6198 Call charged at local rate	107395
Morocco	00212530144108	Number: +212 5 30 14 41 08 Call charged at local rate	107395
Netherlands	0031107007503	Number: +31 10 700 75 03 Call charged at local rate	107395
New Zealand	006499135892	Number: +64 9 913 5892 Call charged at local rate	107395
Norway	004724140601	Number: +47 24 14 06 01 Call charged at local rate	107395
Oman	80074161	Freephone: 8007 4161	107395
Poland	800012953	Freephone: 800012953	107395

Country	Phone number	Phone instructions	Organisation code
Portugal	800831302	Freephone: 800 831 302	107395
Romania	0800400653	Freephone: 0800 400 653	107395
Russian Federation	88001006994	Freephone: 8 (800) 100 69 94	107395
Saudi Arabia	8008501433	Freephone: 800 850 1433	107395
Singapore	006564037051	Number: +65 6403 7051 Call charged at local rate	107395
Slovakia	0800113418	Freephone: 0800 113 418	107395
Slovenia	080083115	Freephone: 0800 83115	107395
South Africa	0027214277937	Number: +27 (21) 427 7937 Call charged at local rate	107395
Spain	0034900031156	Number: +34 900 031 156 Call charged at local rate	107395
Sweden	0201604703	Freephone: 020 160 4703	107395
Switzerland	0800005691	Freephone: 080 000 5691	107395
Taiwan	00886277438912	Number: +886 2 7743 8912 Call charged at local rate	107395
Thailand	006628449693	Number: +66 2 844 9693 Call charged at local rate	107395
Tunisia	0021631300338	Number: +216 31 300 338 Call charged at local rate	107395
Türkiye	00800448828602	Freephone: 0080 04488 28602	107395
United Arab Emirates	80004440408	Freephone: 800 0444 0408	107395
United Kingdom	08000224118	Freephone: 080 0022 4118	107395
United States of America	0016692887154	Number: +1 (669) 288 7154 Call charged at local rate	107395
Vietnam	008419003271	Number: +84 1900 3271 Call charged at local rate	107395

If the country you are calling from is not on the list, you can call any of the numbers, but may be charged for the call. Alternatively you can use the link or the app.

Thank you for helping us to build a strong compliance culture at Kanadevia Inova.