



Safe-to-Speak-Up Policy

What is the Safe-to-Speak-Up Policy?

- The policy gives a safe platform to stakeholders to report anything they may witness that can be considered a violation of RITE values, and in turn affect the interest of the company or its stakeholders.

The scope of the policy covers a wide range of aspects:

Finance related

- Fraud
- Bribery & Corruption

Ethics related

- Breach of Code of Conduct, Policies & procedures
- Manipulation of financial records
- Failure to comply with legal or regulatory obligations
- Unauthorized disclosure of confidential information
- Illegal activities

Who can Speak-Up?

- Employees of Brandix
- Our Business Partners and Associates
- Our Suppliers
- Any other external parties who witness or are impacted by an activity they believe they should Speak-Up about

Why is it important to Speak-Up?

- At Brandix, we believe in caring for our people and all those we interact with, for which a safe and happy work environment is key
- By standing up for what is right, we enrich the RITE way of life and truly live the Brandix DNA and culture.

What happens after you Speak-Up?

- Your complaint will be assessed, acknowledged and evaluated
- If the concern falls within the policy and the information has been given in good faith, an investigation will begin
- Necessary action will be taken

What protection is available to you?

The policy protects those who Speak-Up by ensuring;

- Confidentiality
- Non-toleration of detrimental conduct against those who Speak-Up, such as harassment or threats
- Support and fair treatment

Who should you speak to?

- Nihal Fonseka
 - Audit Committee Chairman
 - Mobile - +94 77 737 7950
 - E-mail - Safe-To-Speak-Up@brandix.com or Nihalfon@me.com