



Whistleblower Policy



Rev.	Date
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0	20-Nov-2025
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Approved by:

Patrizia Laplana,
M. Director

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1. PURPOSE

Asla Green Solutions, S.L. (the "Company") is committed to high standards of ethical, moral, and legal business conduct. This policy provides a channel for employees and third parties to raise concerns without fear of retaliation.

2. SCOPE

This policy applies to all employees, contractors, suppliers, and external stakeholders.

3. WHAT TO REPORT

Individuals are encouraged to report any suspected misconduct, including but not limited to:

- Violations of the Human Rights Policy or Code of Ethics.
- Illegal activities (fraud, corruption, theft).
- Health and safety dangers.
- Harassment or discrimination.

4. REPORTING CHANNEL

Concerns should be reported directly to the Ethics Committee via the following dedicated channel:

- **Email:** ethics@aslagreensolutions.com (redirected to admin@aslagreensolutions.com) and valeriacoactivecoach@gmail.com part of the Code of Ethics Committee.
- **Alternative:** Reports may also be submitted in writing via postal mail to the Company's registered address, marked "Confidential - For the Attention of the Owner."

5. CONFIDENTIALITY AND ANONYMITY

The Company will fully treat all reports as confidential. The identity of the whistleblower will be protected unless disclosure is required by law or is necessary to conduct an effective investigation. Anonymous reports are accepted and will be reviewed based on the severity and credibility of the information provided.

6. NO RETALIATION

The Company strictly prohibits retaliation against any individual who reports a concern in good faith. "Good faith" means the individual has a reasonable belief that the information is true. Retaliation includes dismissal, demotion, harassment, or discrimination.

Any employee who is found to have engaged in any form of retaliation against a whistleblower will be subject to disciplinary action, up to and including termination of employment. Third parties (suppliers/contractors) may face termination of their business relationship with the Company.

7. INVESTIGATION PROCESS

The Company Owner (or a designated external legal counsel, if necessary to ensure impartiality) will:

1. Acknowledge receipt of the report within 7 days.
2. Conduct a preliminary review to determine if an investigation is warranted.
3. Investigate the matter promptly and impartially.
4. Take appropriate corrective action if the concern is validated.

8. VALIDITY

This Policy was created and approved by the company's manager on November 20, 2025 and subsequently last updated on March 01, 2026. It will remain in force until amendments are made.

Signed

A handwritten signature in black ink, appearing to read 'PLB', written in a cursive style.

Patrizia Laplana Bigott

Managing Director
Asla Green Solutions S.L.