



Pursuant to the Law on the Protection of Whistleblowers of June 14, 2024 (Journal of Laws of 2024, item [928](#)), **FedEx Express Poland sp. z o.o.** and **FedEx Express Poland Transportation sp. z o.o.** provide basic information on the procedures for reporting violations, the operation of the local reporting channel (“**Local Reporting Channel**”) and the rights and obligations of whistleblowers.

A whistleblower is a person who reports or publicly discloses information about a violation of the law obtained in a work-related context. A whistleblower is protected by the law, provided that he or she had reasonable grounds to believe that the infringement information being reported was true at the time of reporting or public disclosure.

The whistleblower may reach out directly through the Local Reporting Channel:

<u>For FedEx Express Poland sp. z o.o.:</u>	
Contact details:	Representative appointed by FedEx Legal Department
Voice mail:	+48 126214854
Email:	PL.whistleblowing@fedex.com
Face-to-face:	By sending a request by voice mail or e-mail

<u>For FedEx Express Poland Transportation sp. z o.o.:</u>	
Contact details:	Representative appointed by FedEx Legal Department
Voice mail:	+48 126214855
Email:	PL2.whistleblowing@fedex.com
Face-to-face:	By sending a request by voice mail or e-mail

A notification sent through the Local Reporting Channel must be in writing or in electronic form.

Whistleblowers are protected by Polish law, including the Whistleblower Protection Act. Protection includes confidentiality and prohibition of retaliation. FedEx prohibits any retaliation, including threats or attempts of retaliation, against bona fide whistleblowers.

In addition to FedEx's internal reporting system, reports may also be made through the central international FedEx Alert Line. It should be pointed out, however, that a person making a report through FedEx Alert Line is not protected under the Polish Act.

The whistleblower policy is available [here](#).