

## **WHISTLE BLOWING POLICY EURO-MED LABORATORIES PHIL., INC.**

The aim of this policy is to provide and encourage Directors, Officers and Employees and third parties to raise serious concerns about suspected misconduct, illegal acts, malpractice to come forward and voice those concerns. All concerns will be treated in confidence. Concerns may be raised verbally or in writing. As it is essential for the Company to have all critical information in order to be able to effectively evaluate and investigate a complaint, the report made should provide as much detail and be as specific as possible. The complaint should include details of the parties involved, dates or period of time, the type of concern, evidence substantiating the complaint, where possible, and contact details, in case further information is required.

The Corporation shall reassure and protect the reporter from any possible reprisals, harassment or discrimination. The identity shall be kept confidential to the extent legally permissible.

The Corporation's Honest and Fair Dealing Policy provides that : "The Corporation requires all Officers and Employees to report immediately suspected dishonest acts and fraudulent activity to the Board or to the immediate superior or to the Office of Compliance Officer. The Corporation shall obtain any legal counsel or assistance deemed necessary to proceed with the review or investigation of allegations. An employee acting in good faith to report suspected dishonest or fraudulent acts is protected by law against retaliation for making such a report: however, any person determined to be making irresponsible claims under this policy will be subject to appropriate disciplinary actions including termination from employment."

Employees suspected of participating in dishonest acts or fraudulent activity may be suspended without pay during the course of the investigation.

Employees found to have participated in dishonest acts or fraudulent activity will be terminated as employees and may also be subject to criminal prosecution or civil action.

The Whistleblower may communicate in writing through the Human Resources Department :

Mrs. Rosanna Marie S. Sunga  
[rssunga@euromedlab.net](mailto:rssunga@euromedlab.net)  
Direct phone line : 5264167

The Corporation viewed this policy as a positive act that can make valuable contribution to the Company's efficiency and long term success. The Company is committed to achieving the highest possible ethical standards in all of its practices.