

GRIEVANCE FORM TEMPLATE

| Name (non-anonymous grievance) | |
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| E-mail (non-anonymous grievance) | |
| Phone number (non-anonymous grievance) | |
| Date, time, and place of event leading to grievance | |
| Detailed account of occur- rence (including names of employees or contractors involved, if any and if possible) | |
| People who also witnessed event and could provide additional information | |
| Description of ways in which the Company can investigate what happened and obtain possible evidence of occurrence | |
| Proposed solution to griev- ance | |
| Signature (optional— if claimant information is included) | |
| Received by | |
| Date and time received | |

I here by consent to the processing of the personal data that I have provided and declare my agreement with the data protection regulations in the data privacy statement atached.