KAIROS
Engenharia e Construção

ETHICS CHANNEL

KAIROS – Engenharia e Construção, S.A. (KAIROS) has an Ethics Channel, or Internal Whistleblowing Channel, established under Law No. 93/2021 of 20 December and the General Regime for the Prevention of Corruption (Decree-Law No. 109-E/2021), which allows any situation that may constitute the following to be reported in a secure, confidential and protected manner:

- Corruption, fraud or bribery;
- Conflicts of interest, abuse of power or misuse of company resources;
- Breaches of the law or violations of internal policies;
- Unethical conduct or conduct contrary to the principles of the Code of Conduct.

How to report: Reports may be submitted by e-mail to *Compliance: compliance@kairos.com.pt*

This address is used exclusively to receive reports made through the internal whistleblowing channel.

Confidentiality and Whistleblower Protection

All reports are handled in strict confidence and are accessible only to the persons responsible for managing the channel. KAIROS guarantees the protection of whistleblowers against any form of retaliation, discrimination or penalty, as provided for by law.