

Group Whistleblowing Policy

Bank of Cyprus Group promotes high standards of ethics and a transparent compliance culture that encourages accountability and detects and discourages any form of misconduct. Bank of Cyprus's whistleblowing procedure provides confidential and secure means for our employees to report and raise concerns about practices or conduct that is contrary to our values and principles.

More specifically, the Policy general principles include:

- Concerns in good faith, about wrongdoing or malpractice are raised in confidence or anonymously without fear of victimization, discrimination, disadvantage or dismissal.
- A climate of accountability is promoted with respect to Group resources, including its employees and key stakeholders.
- Procedures for the reporting of any matters of concern are clearly provided. The persons concerned are able to bypass the main channels for whistleblowing if these prove inappropriate, and use the anonymous/confidential reporting line.
- Disclosures are managed in a timely consistent and professional manner
- Reported incidents will be verified in the appropriate manner and if confirmed, the Bank shall take all necessary steps to identify appropriate remedies.

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