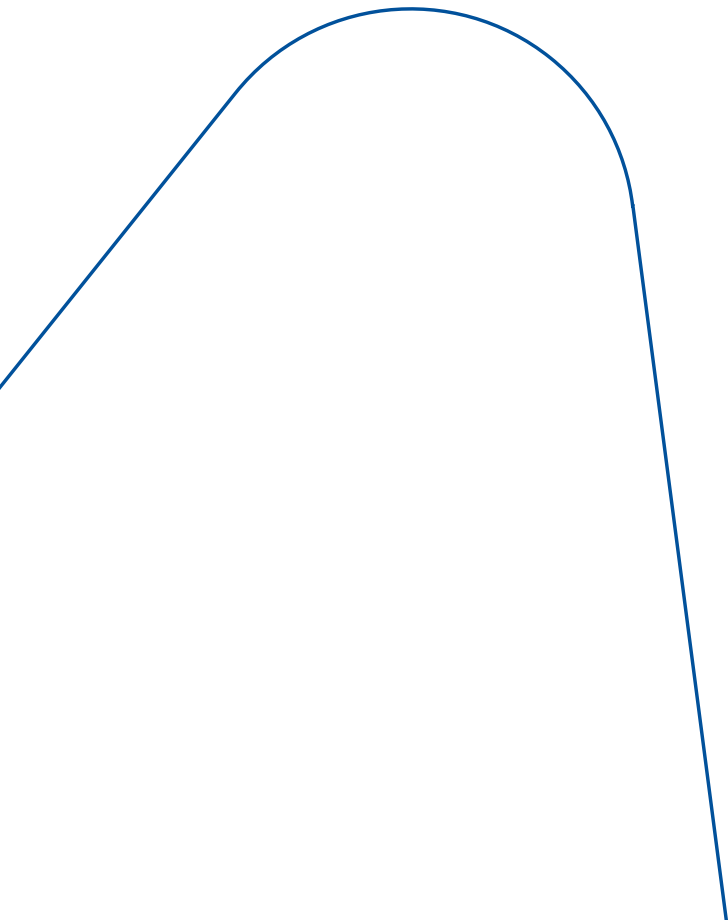


EDITION 2025

CODE OF
ETHICS AND CONDUCT
OF BLAU
FARMACÊUTICA S.A.



Blaū[®]



MESSAGE FROM MANAGEMENT

Our Code of Ethics and Conduct (“Code”) was specially designed to provide our board members, officers, executives, managers, employees and third parties with guidance on the Company’s values and principles, as well as the expected behavior amid various day-to-day business contexts.

We know we not always face situations that are easy and clear to handle, but we all have a duty to act with ethics, integrity, transparency and responsibility.

The appropriate conduct of Blau’s employees is not only the assurance of our compliance with the legislation, but also the promotion of an adequate workplace environment, as we seek to solve problems and attract customers and markets.



Therefore, if you have questions or any concerns, contact our department manager and, if you wish, our Compliance Department, or access our Ethics Hotline.

Blau is an innovative company that daily seeks to be better, ensuring that the greatest amount of people will have access to the most valuable asset – a healthy life.



BLAU FULLY VALUES QUALITY

We are constantly working to **improve the quality of life of our consumers, manufacturing safe and effective drugs and health products under the highest quality standards – the Blau Quality.**

We comply with Brazilian and international sanitary rules and the best manufacturing practices in all locations where we operate.

We ensure that our **drugs and products are correctly and precisely identified** and that they duly provide essential and necessary information for health professionals and consumers, respecting the current legislation.

We reject false promises or any imprecise or dubious advertisement.

We respond to any questions received via our service channels, providing information in an agile, clear, complete and responsible manner.



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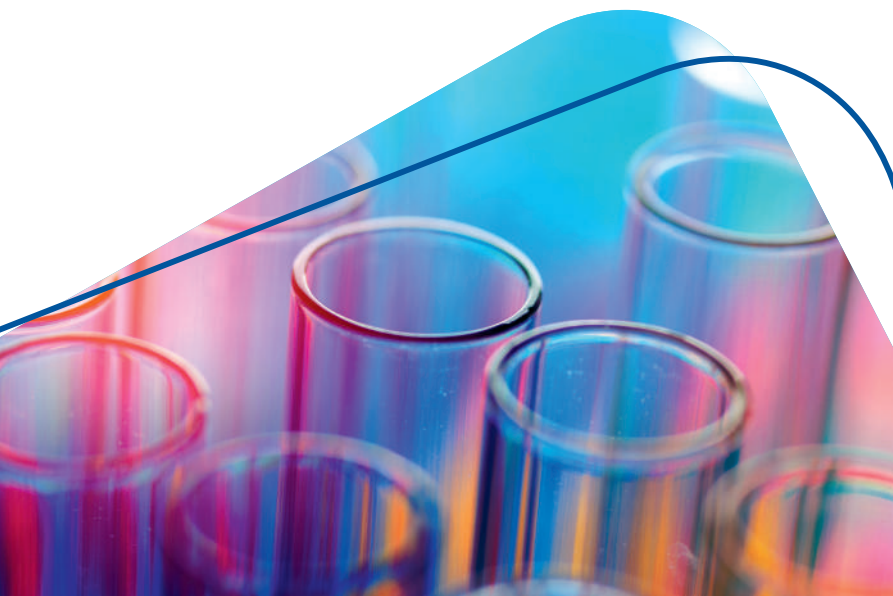
INTRODUCTION

The Code of Conduct was prepared in **order to reflect our vision, purpose and values** and must be used as a **reference to guide** the actions carried out by each one of us, employees and third parties, while engaging in Blau's operations both in Brazil and the subsidiaries abroad.

The awareness and commitment of our board members, officers, executives, managers, employees and third parties to this Code of Ethics and Conduct are a fundamental condition for being part of Blau's team, composing a supporting structure to make assertive and correct decisions.

WE ACKNOWLEDGE THE IMPORTANCE OF THIS CODE

Pursuant to the laws and internal rules, the Code gathers principles, guidelines and the behavior expected by all our employees, team and board members, officers, and third parties, thus establishing the guidelines and limits to protect Blau and themselves.



WE ARE HONEST AND BELIEVE IN TRUST-BASED RELATIONSHIPS

We want to be recognized for our leading **position and exemplary ethical behavior in the health sector.**

To that end, our business and relationships with our employees, customers, third parties and the government are based on transparency, equity, trust and quality in all that we do. As a result, such precepts are reflected in our vision, purpose and values:





VISION: To be a leading pharmaceutical company in terms of sales in the Latin American institutional market, increase our market share in other health markets and further verticalize our operations in Latin America, with the patient-first mindset.




PURPOSE: To develop and offer breakthrough products and solutions to a healthier and more sustainable world.




VALUES: Integrity, Quality, Efficiency, Team Spirit and Boldness.





**We believe
trust is the
key to success,
so we seek to
maintain and
strengthen it in
our relationships.**





WE REAFFIRM OUR COMMITMENT TO INTEGRITY,

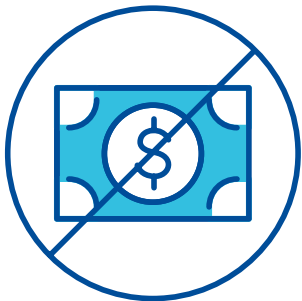
and therefore, we observe the legislation, regulations and rules applicable to Blau's operations, actively working together with regulators so as to ensure that our processes and products will meet the best market practices and deliver the required standard of quality.

Thus, it is important that you are familiar with this Code, and if you have questions on how to proceed, contact your manager, or if you wish, the Compliance Department, or Blau's Ethics Hotline.

ANTI-CORRUPTION

Corruption is the practice of offering, promising or delivering, in the Company's behalf, undue advantage to a public servant, private agents, or persons related to them, in exchange for favors or direct or indirect benefit for oneself or for Blau.

Persons and business partners on behalf of Blau are prohibited from performing bribery or committing any other form of corruption.



BLAU DOES NOT TOLERATE CORRUPTION

We do not tolerate any payments, receipts, offering, donations or even, promises, directly or indirectly, of undue advantage, in the form of cash or benefits, in order to influence businesses among Blau, third parties and Brazilian or international public agents, or third parties related to them.

It is strictly prohibited to finance, fund or sponsor unlawful acts.

For more information, consult the Anti-Corruption Policy.

GIFTS, PRESENTS, HOSPITALITY AND ENTERTAINMENT

Offering or receiving **gifts, presents, hospitality or entertainment**, either occasionally or regularly, can be perceived as an attempt to influence decisions about commercial relations. Gifts, presents, hospitality and entertainment will only be accepted within the context of transparency and courtesy, provided that:

- **they are not unlawful;**
- **they will not embarrass** employees or Blau if disclosed to the market; and
- **they do not violate this Code**, the Anti-Corruption Policy, or our values.

The context of each case will need to be analyzed to determine what can be considered of value.

employees are authorized to receive gifts, presents, hospitality, entertainment and courtesies **as long as they are not worth over**

R\$ 150,00

Our employees are allowed to receive institutional gifts provided that they feature the logo of the company offering such gift and are delivered/received transparently.



It is prohibited to receive money in cash,

whatever the amount, even when intended for covering hospitality expenses. It is also prohibited to receive shopping vouchers or gift cards.

The receipt of **any item or courtesy must be reported to the Compliance Department** so it can control and appraise what has been received. If you have questions about acceptance, contact your manager or the Compliance Department.

RECEIPT OF COURTESIES EXCEEDING THE PERMITTED AMOUNT

If you receive an item exceeding the amount stipulated in this Code, you must refuse to accept it. However, if your refusal of the item is not an option, or if doing so will embarrass the Business Partner, you may accept the item and then you must inform your acceptance to the Compliance Department so you can be given proper guidance.

INVITATION TO EVENTS, LECTURES OR WORKSHOPS

Invitation to free events, lectures or workshops with expenses covered by the supplier or customer may be accepted provided that:

- **it is not in connection with the company's business;**
- **it does not characterize exchange of favors, such as the intention to obtain undue gains or to reward closed deals; and**
- **its value and regularity are reasonable, in accordance with the rules established by the company.**

Acceptance of invitations to participate in these events – when they are held by government bodies or public agents – is permitted, provided that all attendance costs are covered by the employee.

Offering courtesies to third parties and customers

Offering gifts, presents, hospitality, courtesies and benefits to third parties (who are not public agents) will be evaluated by the **Compliance Department** and will only be accepted if they are not part of a contracting process and are not characterized as undue advantage.

The payment of transportation or meal expenses for third parties within the context of professional activities is only allowed in an extraordinary basis, without extravagance and according to the current Travel Reimbursement Policy.

It is prohibited to fund expenses other than those mentioned above.



Offering courtesies to public agents

Employees may only offer public agents institutional and promotional gifts with no commercial value that are duly identified with the Blau brand. If the product does not meet one of such criteria, or if you have doubts as to the nature of the item, do not offer it.

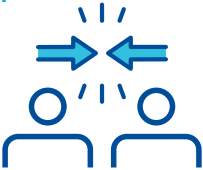


It is prohibited to offer gifts, presents, hospitality or entertainment to health professionals, **except for gifts of little value featuring the Company's** institutional brand, such as pens, pencils and notebooks with Company's institutional brand, which are useful for attending events.

CONFLICTS OF INTEREST

WE AVOID CONFLICTS OF INTEREST

We believe that we must exclusively work to benefit the Company, so we do not allow one's judgment to be influenced by personal decisions, resulting in direct or direct gains for themselves, their families, friends or coworkers, to the detriment of Blau.



Conflicts of interest may arise as a result of one's personal or emotional involvement and their inappropriate use of the position or role held.

No personal interest may influence one's capacity to make decisions/ choices and to assess the business to be carried out.

We believe that the performance of activities by our employees beyond the work environment will neither harm the Company nor constitute competition. Awareness of information must not entail the use of confidential information belonging to Blau.

If you have questions about conflicts of interest, contact your department manager, the Compliance Department, or Blau's Ethics Hotline, or consult our Conflict of Interest and Related-Party Transaction Policy.

MORAL AND SEXUAL HARASSMENT

Blau does not tolerate unkindness and disrespect and disapproves of moral or sexual harassment committed against its employees, third parties and customers.

We disapprove of any misconduct that humiliates, threatens, embarrass and necessarily exposes Blau's employees, regardless of the position held by the person who committed the act, including, for example, mockery, photos, videos and any other act that may offend, label, disrespect or even exclude an individual.



Moral harassment is different from natural work pressure

Work pressure is inherent in one's job responsibilities, the need for increased productivity and the achievement of the expected results, while moral **harassment consists of exposing employees to humiliation** and embarrassment, whether alone or in front of others.

Any employee, third party or customer experiencing moral or sexual harassment, disrespect, prejudice, discrimination, or feeling embarrassed by the misconduct shown by any of Blau's board members, officers, executives, managers, or employees should the **report the occurrence**.

We expect you to file a report if you experience any of these situations, or if you have questions about the reasonableness of any occurrence.

Contact your manager

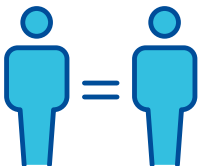
(if you do not feel embarrassed to address this matter directly with him/her), the **Compliance Department, or Blau's Ethics Hotline.**



PRIVACY AND NONDISCRIMINATION

Discrimination is the practice of treating people differently based on their race, skin color, ethnicity, gender, religion, origin, nationality, sexual orientation, economic situation, belief, culture, age, and special needs, with the aim of destroying or altering the equal opportunity or treatment for employment and profession.

We do not tolerate any form of persecution, threat and discrimination on the grounds of race, color, sex, gender, religion, sexual orientation, political opinion, physical condition, social class, or hierarchical level.



Do not discriminate and do not allow any discrimination against Blau's employees and third parties.

Report any discrimination to your manager (if you do not feel embarrassed to address this matter directly with him/her), the Compliance Department and Blau's Ethics Hotline.

HEALTH AND SAFETY



WE FOSTER A HEALTH WORK ENVIRONMENT

We are committed to **encouraging** our employees to grow professionally, and above all, as citizens, always treating them with **respect and trust, and ensuring them equal opportunities**.

We believe that providing a healthy and decent work environment improves quality of life and encourages our employees' creativity.

WE VALUE OCCUPATIONAL HEALTH AND SAFETY

We **respect all workers'** rights protected by the Federal Constitution, the Consolidation of Labor Laws (CLT), and other legislation.

We remain fully compliant with safety rules, especially concerning the mandatory use of PPE (Personal Protective Equipment).

Personal Protective Equipment (PPE), when necessary, must be worn properly and in accordance with the current laws. Managers are a channel of encouragement in terms of governance and the appropriate use of personal protective equipment.

It is the duty of all employees to help the Company achieve its objective of providing a safe work environment.

The commitment of all employees must be clearly in line with the performance of their activities, preserving their physical integrity and that of third parties, as well as the Company's assets.



We do not allow the consumption of alcohol or illicit drugs at our premises or while one is working for Blau, even if they are outside of the Company's premises.

We do not tolerate the carrying and use of guns within the Company or while one is working for the Company, even if they are outside the Company's premises, except for security professionals.

WORKING CONDITIONS - Child Labor, Slavery-Like Labor and Undignified Working Conditions

We respect human rights, children's rights and fair labor, always seeking to offer decent working conditions.

We disapprove of any abusive practices and violations of human rights, including slave labor, child labor, and hazardous work, or any other form of exploitation that may harm society.



ANTI-TRUST LAW AND THE FIGHT AGAINST CARTELS

WE COMPETE WITH HONESTY

We believe that fair **competition benefits the market**, encouraging companies to maximize efficiency, improve product quality, reduce prices and offer more choices to consumers.

We repudiate any practices resulting in restrictions on trade or free competition, especially the formation of cartels and fraudulent bidding.

We are committed to competing with **ethics and transparency**, respecting our competitors and the competition laws applicable to our business.



We cultivate a good relationship with entities representing the sector, so that, through such entities, we can contribute to the development of sanitary and market regulations.



USE OF THE COMPANY'S RESOURCES, CONFIDENTIAL INFORMATION, AND DATA PRIVACY AND PROTECTION

We appreciate the responsible and adequate use of our facilities, equipment and materials, as established in the internal rules, avoiding deviations, damage and unnecessary consumption.

Use the Company's resources as if they were your own! Avoid unnecessary wastage, losses and expenses.

WE PROTECT OUR DATA AND INFORMATION

We trust our board members, officers, executives, managers, employees and third parties to maintain the necessary confidentiality of the information (especially strategic information, such as financial results, acquisitions or sales, and trade secret) to which they have access and is owned by Blau.

All the results of intellectual work and strategic information produced at the company belong exclusively to Blau Farmacêutica.



We prohibit the disclosure of confidential information and data, including about customers and third parties (legal entities and individuals), in order to comply with legislation or protect the commitments assumed with such parties.

We reinforce that corporate emails must be strictly used for professional purposes and that they may be monitored, as they belong to the Company.

The keeping of documents, classification of information and care of confidential documents must follow the policies and procedures established by the Information Security area.

It is prohibited to take photos of Blau's internal premises (factory areas, labs, management, meeting rooms), or film the company's work environment without prior authorization from the Compliance Department.

It is strictly prohibited to photograph or film presentation content.

Open areas that are not directly related to the Company's strategic matters may be photographed.

Photos taken at corporate events and public spaces are permitted, and social media posting must follow the guidelines set out in the "Social Media" item of this Code of Conduct.



DATA PRIVACY AND PROTECTION

Blau's internal departments are obliged to protect the personal data of any individual, pursuant to the Brazilian General Data Protection Law (LGPD).

We diligently respect and protect our employees' personal data.

We only collect or use our employees' personal data with a legitimate purpose in connection with Management and job management.

We file all personal data referring to our commercial relationships and the development of our operations, which is exclusively used for specific purposes, according to the legal bases provided for in Brazilian General Data Protection Law - LGPD No. 13,709/18.

ANTI-MONEY LAUNDERING

Money laundering is the practice of concealing or disseminating the unlawful origin of financial resources, in way that such amounts appear to have a legitimate origin, or that their unlawful origin cannot be traced and/or evidenced.

Blau prohibits
any actions
or initiatives
related
to money
laundering
practices,

or any other activity that
may facilitate actions
related to this matter.



Therefore, it is important that all employees are attentive to certain activities and suspicious behavior, such as uncommon payment methods, unusual transfers of amounts, and suppliers which refuse providing their registration data.

If you are aware of such or similar events, **report them immediately to the Compliance Department through Blau's Ethics Hotline.**

FRAUD PREVENTION



Fraud is the practice of deceiving, distorting information, and failing to tell the truth.

As for the running of the Company's business, Blau considers that falsifying or altering documents, providing false information, and/or failing to report fraudulent/illegal actions are **UNACCEPTABLE**.

Additionally, providing incomplete or and/or imprecise information that may cause damage to the Company is also considered fraud.

It is prohibited to falsify any documents, including medical certificate, invoices, and receipts etc.

Report any irregularity that may be indicative of fraud immediately.

PRECISION IN ACCOUNTING AND FINANCIAL RECORDS

WE MAINTAIN OUR ACCOUNTING AND FINANCIAL RECORDS PRECISE AND RELIABLE

We are a publicly-held company and are subject to the rules established by the Brazilian Securities and Exchange Commission (CVM).

To that end, **we are committed** to following the best corporate governance practices and meeting accounting practices and principles, the legislation in force, as well as internal rules.

We ensure that accounting and financial transactions will be maintained complete and reliable, being duly approved according to internal authorizations and supported by the necessary documentation.

We declare our commitment

to the precision and transparency of our accounting records, so as to reflect the reality of Blau's operations and assure stakeholders that there will not be manipulations.

We do not tolerate

altered or falsified accounting and financial transactions and documents, such as financial statements, balance sheets, reports, powers of attorney, managerial reports and performance indicators etc., which could lead to the disclosure of untruthful information to the market.



Our company is audited

by internationally recognized independent audit firms.

Our relationship with auditors is based on transparency and the provision of all information requested.

Recommendations made by independent auditors are fully analyzed, discussed by the Audit and Ethics Committee, and forwarded to the Board of Directors for evaluation and, if applicable, implementation.

DONATIONS, SPONSORSHIPS AND POLITICAL CONTRIBUTIONS

SPONSORSHIPS

We sponsor legitimate commercial events, in line with the business activities we carry out as well as sports and cultural events, as provided for in the Sponsorships and Donations Policy.

POLICY

To maintain good internal relationships and preserve the work environment, the Company recommends that management, employees and third parties do not engage in political party campaigns at the company's internal premises.

WE SUPPORT SOCIAL INITIATIVES

Blau supports various social and cultural projects and recognizes the importance of taking care of and helping society, as it believes that its support makes a difference in our local community and across Brazil.

The Company's growing reputation is due to the trust placed in it by members of communities that benefited from the social initiatives undertaken.

Therefore, we seek to integrate these actions into our awareness-raising and socioeconomic and corporate development strategy. Our employees are engaged in social and humanitarian causes, generating a sense of belonging and social awareness.

The projects for which donations are allocated are monitored in order to verify compliance with the commitment taken on by the institution/entity, with reports being made to competent authorities if deviations are verified.



DONATIONS

Aware of our social responsibility, we embrace different social and cultural projects and believe that such support makes a difference, especially on the local community. As a result, we authorize and encourage donations to charities with various purposes, such as nursing homes, care services for people with disabilities, and educational and health care projects, among others.

Any request for sponsorships and/or donations must be submitted through a specific document (for more details about the procedure, see the Sponsorships and Donations Policy), **requiring final approval from the CEO**, who will evaluate the purpose of the request, aiming at appropriately allocating financial assets and resources and mitigating any legal, reputation, or image risks.

All requests involving public entities must follow the same guideline, in addition to being evaluated and approved by the Audit and Ethics Committee.

MEDIA RELATIONS AND SOCIAL MEDIA

WE PRESERVE OUR CORPORATE IMAGE

We rely on all Blau board members, officers, employees and third parties to preserve the Company's image.

Our board members, officers, executives, managers, employees and third parties **are not authorized** to speak on behalf of Blau or about Blau, expose opinions, or make any statements publicly, on social media, and to the press in general, except if permitted by the Company.

Any statement issued without authorization from Blau may not be considered as an official statement made by the Company.

When questioned, our board members, officers, executives, managers, employees and third parties must forward the requests to the Corporate Marketing Department, which is duly authorized and qualified for such function.





If invited to give lectures, teach classes or make presentations on behalf of Blau, you are required to submit your invitation for approval by your line manager and the Internal Control Management area.



USE OF SOCIAL MEDIA NETWORKS

As Blau employees, we must take care of the Company's image and reputation.

For this reason, it is important that our employees show the expected behavior concerning the themes below:

Social Media Network – social media networks must be used appropriately not to put Blau's reputation at risk when we identify ourselves as Blau employees on our posts.

Therefore, always be careful about the content you share, like or comment.



OTHER STAKEHOLDERS (SUPPLIERS/ INVESTORS/ GOVERNMENT/ CUSTOMERS AND OTHER BUSINESS PARTNERS)

WE EXPECT OUR THIRD PARTIES TO WORK WITH INTEGRITY

We demand that our third parties, especially suppliers, comply with the Brazilian legislation and sanitary, environmental and safety rules.

To select our third parties, we conduct transparent bids based on technical and objective criteria, according to the Procurement Policy.

Our third parties commit themselves to maintaining professional and ethical conduct, which is essential to provide services or goods. Failure to meet one of the requirements will result in disqualification.

We avoid working with third parties that do not share the same values as the Company and this Code.

We trust in the honest and ethical conduct of our third parties, mostly our business partners, and disapprove of any misconduct.



WE CULTIVE A GOOD RELATIONSHIP WITH THE GOVERNMENT AND THE REGULATORS

We have a transparent and collaborative relationship with the Government and oversight bodies.

We strive to provide all the information requested in an agile, complete and clear manner, so as to leave no doubts about our performance and any demand made by oversight bodies and the Government.

Our relationships with the Government and oversight bodies are cordial, based on mutual respect and full compliance with any legislation and ethical principles applicable to such relationships.



RESPONSIBILITY TOWARD THE ENVIRONMENT AND THE COMMUNITY

SUSTAINABILITY

WE RESPECT THE ENVIRONMENT: We ensure compliance with environmental legislation and demand that our board members, officers, employees and third parties do the same.

Blau invests in sustainable and economic development and adopts practices of conscious, efficient and responsible use of natural resources in its activities, reducing waste and CO² emissions, in addition to promoting recycling and reuse whenever possible.

We rely on the health of the environment and therefore are committed to carrying out our activities conscientiously and responsibly, so as to identify environmental risks and prevent their materialization, as well as to adopt the best and most adequate practices to build a more sustainable society and report to the competent authorities any losses that may cause damage.



We carry out our activities in order to ensure long-term sustainability, as we understand it is of the central pillars to benefit our business and the surrounding communities.

Respecting and minimizing the impact of the Company's activities on the environment are a duty of everyone.

Thus, Blau seeks to raise awareness about preserving the environment and rationally using natural resources among its employees, suppliers and the communities where it operates.



DIVERSITY, EQUITY, INCLUSION AND PLURALISM

Blau promotes and encourages its employees to promote diversity, equity and inclusion, seeking to expand representativeness with a focus on gender, race, skin color, ethnicity, geographic and cultural origins, gender identity, people with disabilities, age, social classes, religion, and life experiences.

Concerning plurality, our commitment to laws encourages the achievement of diversity quotas, pay equity and the execution of the Emprega + Mulheres program.

FINAL PROVISIONS, QUESTIONS, AND GETTING HELP



WE PUNISH NONCOMPLIANCE WITH OUR INTERNAL POLICIES AND RULES

It is the duty of all board members, officers, executives, managers, employees and third parties to comply with this Code, as well as other Company's internal policies and rules.

Blau expects its board members, officers, employees and third parties to always work with ethics, honesty and integrity.

Be an example to your peers and subordinates! **A healthy, inclusive and respectful work environment** provides **quality of life** for everyone! All concerns and reports received by Blau will be handled with the necessary independence and confidentiality.

Investigations will be discreetly conducted, within the tightest deadline, regardless of the whistleblower's anonymity, who will be able to monitor the investigation's progress.

No retaliation against the whistleblower acting in good, or as a result of his/her participation in the internal investigation, will be tolerated. For more details, consult the Whistleblower Policy.

Violations of this Code of Ethics and Conduct will be duly evaluated and measured on a case-by-case basis by the Compliance Department and the Audit and Ethics Committee, considering:

- the nature and gravity of the violation;
- the position and track record of the violator, as well as his/her responsibilities;
- the extenuating or aggravating circumstances related to the infraction;
- the means used and aims pursued;
- the involved risks; and
- the possible consequences of the sanction.

Said violations may result in disciplinary sanctions and measures (warning and suspension) pursuant to the applicable labor laws, regardless of technical knowledge, hierarchical level and level of friendship, without prejudice to civil and criminal consequences..

We rely on our board members, officers, executives, managers, employees and third parties to immediately report to the Compliance Department or Blau's Ethics Hotline suspicious behavior or conduct shown by our third parties.




REPORT YOUR CONCERNS AND SEEK SUPPORT

If any situation arises and you do not know how to proceed or have questions about which path to take, **you are not alone! Blau does not tolerate violations of integrity in its business.**

If you suspect or has been a victim of any infraction of the guidelines established in this Code of Ethics and Conduct, contact your manager, the Compliance Department, or Blau's Ethics Hotline.

You will receive the necessary support to understand the situation and be given guidance on how to proceed.



ETHICS HOTLINE

Blau's Ethics Hotline is a safe channel maintained by an external company through which you can make an anonymous report, if you wish.

The channel operates 24/7 by phone or the link available on Blau's website.

We ensure your confidentiality.



0800 810 8079 (toll-free call)



www.blau.com/compliance

Blaū[®]

