



Varsling i Sapa

sapa:

**Helge Rosenberg
Corporate Audit**

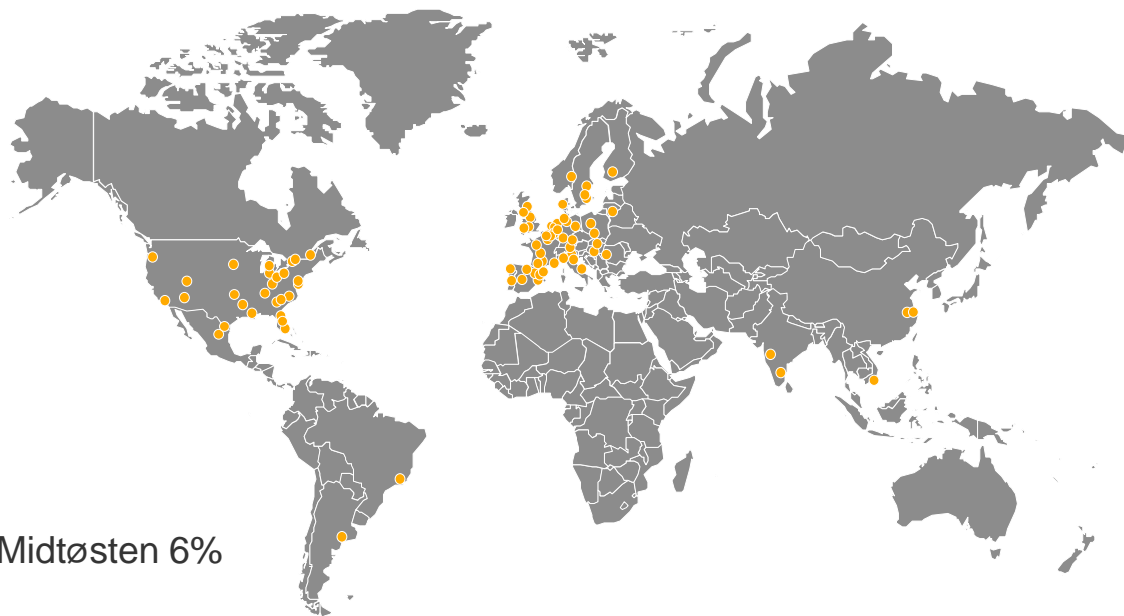
We are present across the globe

Tilstedeværelse

- Ca. 22.000 ansatte
- Mer enn 100 lokasjoner
- Mer enn 40 land

Omsetning 2015

- 54 milliarder kroner
- 1,3 millioner tonn aluminium
- 50% fra resirkulert metall
- Europe 52%, America 42%, Asia/Midtøsten 6%



You meet our products every day



At home

- Windows & doors
- Furniture
- Electronics
- Greenhouses



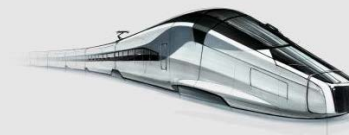
In your car

- Interior
- Exterior
- Chassis
- E-mobility



At the office

- Facades
- Windows
- Walls
- Electronics



When travelling

- Train and subway sides
- Flooring
- Handrails
- Luggage compartments

Intern varslingskanal

- Forankret i styrende dokumenter
- Revisjonskomiteen eier - Internrevisjonen administrerer
- Retningslinjer for behandling og undersøkelser inkludert varslingsplakat
- Begrenset deling av informasjon
- USA håndteres separat pga EU regelverk
- Mottak håndteres av ekstern tjenesteleverandør
- Registrert i 20 av 22 land i Europa hvor Sapa er representert

Rapporteringsdatabasen

- Nøytral systemgenerert varsling på email
- Oversiktsark med sorteringsmuligheter (egen innrapporteringsbase for USA)
- Innrapporterings- og tilbakemeldingsark
- Aktivitetsoversikt
- Varslingsrapport
- Sharepoint for deling internt i selskapet

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Client	Case No	Post Date	Issue	Country	Service	State		
SAPA	1694/12/071	30/12/2016 13:52:20	Breach of Company Policy	United States of America	Voicemail	Open	▽	✎
SAPA	1694/12/070	21/12/2016 09:37:29	Conflict of Interest	Vietnam	Voicemail	Open	▽	✎
SAPA	1694/12/069	16/12/2016 09:39:38	Unprofessional behaviour	Vietnam	Voicemail	Open	▽	✎
SAPA	1694/12/068	12/12/2016 17:26:42	Discrimination	United States of America	Website	Open	▽	✎
SAPA	1694/12/067	05/12/2016 16:23:31	Unprofessional behaviour	United States of America	Call Handlers	Open	▽	✎
SAPA	1694/12/066	05/12/2016 11:09:39	Grievance with Manager	United States of America	Voicemail	Open	▽	✎
SAPA	1694/12/065	02/12/2016 07:29:22	Racism	United States of America	Website	Open	▽	✎

Case Details

Report Number	1694/12/071	Current State	Open
Subject	Original Incident Reports	Flag	None
Post Date	30/12/2016 13:52:20	Issue	Breach of Company Policy
Divisions	Standard	Language	English
Contact details given	No	Source	Voicemail
Gender	N/A	Country	United States of America
		Client Reference	

Recent activity

A Case 1694/12/071 was viewed by helge.rosenberg

Date: 20/01/2017 Time: 11:23:19

Whistleblowing Report from Expolink



Suksessfaktorer

- Uavhengig ekstern tjenesteleverandør (mottak)
- Ledelsesengasjement (alle nivåer)
 - Klare verdier (ansvarlig og troverdig)
 - Fokus på sak, ikke person (hvem)
- Gjennomføring
 - Internrevisjonens forankring og tillit hos ledelsen
 - Verktøy og prosess for håndtering av sensitive opplysninger, revisjoner og granskning
 - Krav til rask og grundig saksgang og aksjoner

sapa:

Innovative aluminium solutions