



Background

In the EU, the Voice Your Concern Program extends to external persons as well as Medtronic employees, including:

Volunteers

- Non-Executive Directors
- Self-employed persons
- Persons supervised by contractors or suppliers
- Former employees
- Job applicants (ie. future employees - in cases where information of an infringement has been acquired during period of recruitment or pre-contractual negotiations).
- Supporters/facilitators of the whistleblowers
- Journalists
- Shareholders
- Members of the administrative, management or supervisory bodies within the organisation
- Trainees (paid/unpaid)
- Third party groups who are connected to the reporting person (eg: colleagues/family members)
- Mediators
- Legal entities that the reporting person owns, works for or is otherwise associated with in a work-related context.

Breaches of EU Law that are within the EU Voice Your Concern remit include:

1. Breaches affecting the financial interests of the EU (fraud)
2. Breaches relating to the internal market (incl. competition and State aid rules)
3. Breaches of the specific EU law acts listed in the Annex to the Directive and relating to the following policy areas:
 - public procurement;
 - financial services, products and markets, and prevention of money laundering and terrorist financing;
 - product safety and compliance;
 - transport safety;
 - protection of the environment;
 - radiation protection and nuclear safety;
 - food and feed safety, animal health and welfare;
 - public health;
 - consumer protection;
 - protection of privacy and personal data, and security of network and information systems.