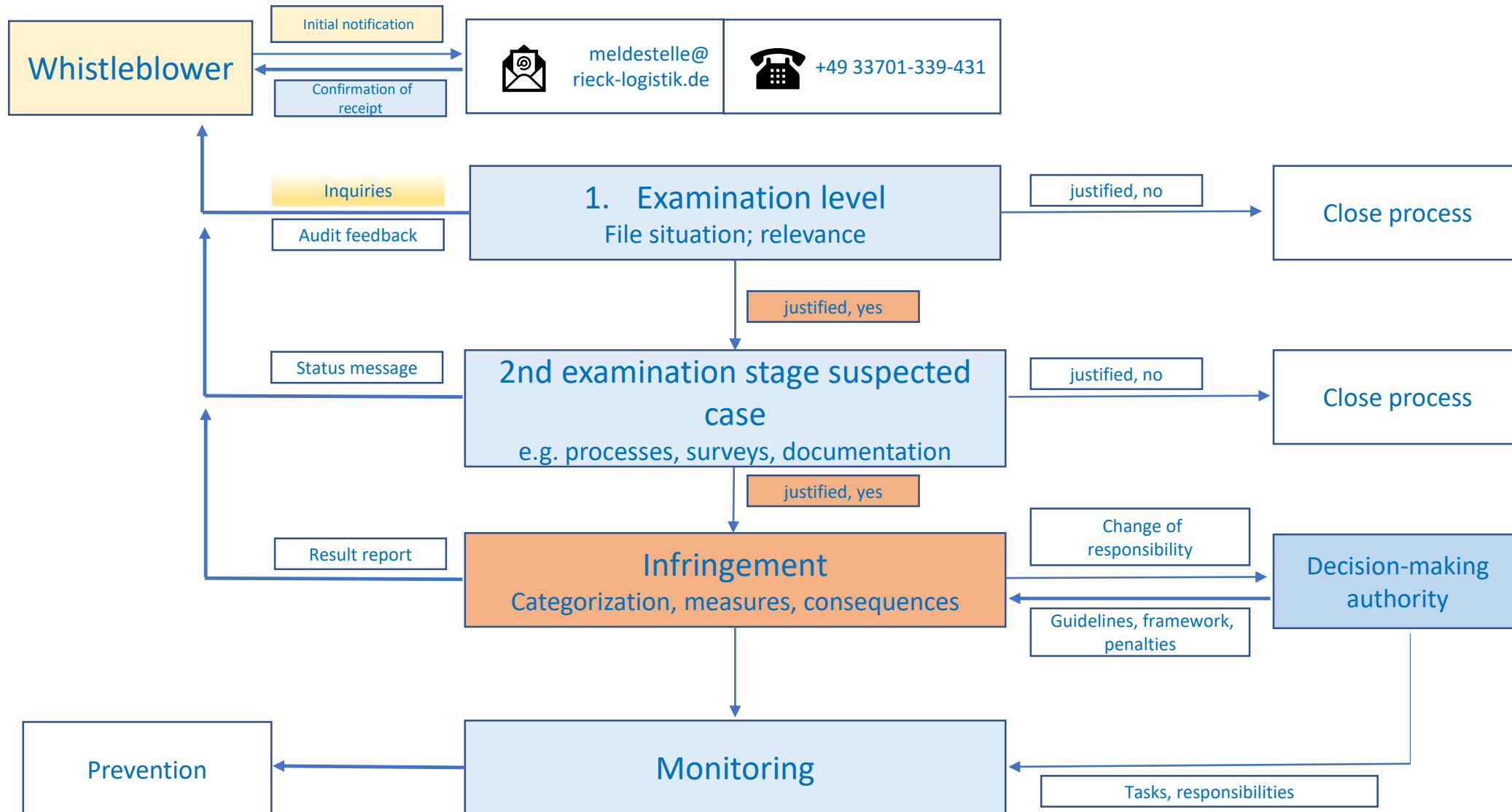


Whistleblower procedure



Whistleblower procedure - rules / responsibilities / processing times



<u>Stakeholder</u>	<u>Action / task</u>	<u>Time course</u>
Whistleblower	Open or anonymous report, confidential handling	At all times
In-house lawyer	Inclusion of the note	48h
Internal	Initial review and feedback to whistleblower	1 week
Substitution	Initiation of suspicious case check / in-depth check	Depending on the transaction
HR management	Infringement classification Proposals for measures and consequences Status feedback to whistleblowers Process documentation	Depending on the process
Decision-makers	Evaluation, responsibilities, measures Distribution of tasks	Dependent on the process

