

Whistleblower Reporting Process HinSchG und LkSG

What is the Whistleblower Reporting Process?

The whistleblower reporting process allows people to safely and anonymously report issues or misconduct. For example, if people are being treated unfairly or the environment is being harmed, these concerns can be reported. The goal is to uncover problems and find solutions without the person making the report fearing any negative consequences.

Who handles the reports?

A specially trained team receives the reports. This team works independently and promises to handle all reports confidentially. They carefully examine each report to decide the best course of action. Protecting the identity of the whistleblower is a priority.

How can a report be submitted?

There are several ways to submit a report:

1. **By Phone:** There is a dedicated phone number where reports can be made directly.
2. **Online Form:** Through a form on the company's website, which can also be filled out anonymously.
3. **Email:** Reports can also be submitted by email, with an option to remain anonymous.

Promise: Confidentiality and Protection

The company guarantees confidentiality and protects the identity of every whistleblower. Anyone who wishes to remain anonymous can do so. Only those who need to handle the report will have access to the information, and only if it is necessary.

What happens after a report is submitted?

1. **Confirmation:** Within seven days, confirmation is sent that the report has been received.
2. **Review:** The report is reviewed to determine if action is needed and what the response should be.
3. **Response:** Within three months, a follow-up is provided detailing any actions taken to address the issue.

Protection from Retaliation

Whistleblowers are protected from retaliation. No one may be punished or treated unfairly for bringing attention to a problem. However, if false information is knowingly submitted, there may be legal consequences.