

Establishment of the digital whistleblowing system

We have established a whistleblowing system as our internal reporting center to confidentially and securely report violations of laws, internal policies or other workplace misconduct.

All reports are thoroughly investigated, the facts of the case are clarified and appropriate action is taken to ensure that violations are rectified and future violations are prevented.

The reporting center is subject to confidentiality obligation, ensuring the protection of your data and information.

You can report the information **primarily via the digital reporting system at**

<https://customer-portal.smartintegrityplatform.com/DE/harke-group-227/third-party/reporting-channel>



or use the following traditional communication channels:

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