

FAQs about the Whistle Blower System

1. What is a whistle blower system and how does it work?

The whistle blower system is an internal system according to HinSchG and LkSG. The MAX STREICHER GmbH & Co. KG aA and its affiliated companies have decided to provide its employees and external whistleblowers with a fair and neutral reporting channel for legal violations. It is also possible to report violations of internal processes and guidelines. The whistle blower system will receive the information and forward it to responsible internal position or in escalation situations or in case of a conflict of interest to the responsible of the executive board. The confidentiality of the identity of the whistleblower shall be maintained. An explicit request from the whistleblower must be received before their identity would be disclosed.

2. How can I contact the whistle blower system?

You can contact the whistle blower system by phone or email.

You can reach the whistle blower system as follows:

Mr. Thomas Sedlmayr

-Lawyer-

✉ by e-mail

hinweise@sws-p.de

☎ by phone

+ 49 991-379175-298

If, in exceptional cases, the whistle blower system cannot take a call immediately, they will call the whistleblower back without delay if a message is left with the whistle blower system or its secretary.

The whistle blower system can be reached in the office at the following times: Monday to Thursday between 8 a.m. and 5 p.m., Friday from 8:00 a.m. to 2:00 p.m. Appointments may also be agreed upon outside of these office hours.

3. What happens to the information?

The whistle blower system will carry out an initial legal assessment of the information received. It will then forward the information, with a recommendation for action, to the responsible department of the company. The confidentiality of the identity of the whistleblower is guaranteed.

The whistleblower can ask the whistle blower system at any time about the status of the information they have provided. The whistle blower system is obligated to provide the whistleblower with information about the status of their case in a timely manner, if there are no restriction to forward such information due to mandatory laws.

4. I am a whistleblower – How is my confidentiality of identity safeguarded?

As a lawyer, Mr. Thomas Sedlmayr who is hosting the system, is professionally obligated to ensure the confidentiality of the identity. This does not just apply vis-à-vis internal bodies such as the executive board, but also vis-à-vis external bodies such as authorities and courts. However, there is no absolute protection within the framework of permissible seizures by authorities as forwarded messages or documents may be included in the seizure. Your confidentiality of identity shall only be removed if you have given your express content.

You are also free to give information to the whistle blower system anonymously. This means that you can use an anonymous telephone number or email address, for example, and provide no further contact information.

5. Can I also contact the whistle blower system if I, as a whistleblower, may have committed a criminal offence myself?

The whistle blower system can also be contacted if the whistleblower may have committed a criminal offence him- or herself. The lawyer, Mr. Thomas Sedlmayr, can inform the whistleblower of his/her rights, but cannot provide legal representation.