

## Ethics & compliance

You would like to provide us with information on an abuse or a violation of our due diligence obligations in regard to human rights and/or environmental protection under the EU Whistleblower Directive, the German Whistleblower Protection Act, or the German Supply Chain Act?

We offer our customers and suppliers as well as all third parties who have obtained information about violations in connection with their professional activity the opportunity to submit a report to us.

You can send us your report via the form\* on this page or by post to the address listed below. The identity of the reporting person as well as any person who is the subject of the report or otherwise mentioned in the report will be treated confidentially.

\*This form is not for sending us messages in connection with orders, products etc.; please do not hesitate to contact the corresponding contact persons for this purpose.

### Where did the incident happen?

Please indicate where the incident happened, e.g., country, town, affected company/enterprise. Does the issue concern an Arbonia company or a third-party company, a supplier, or another party within the supply chain?

### What happened?

Please describe the facts of the incident.

Please give details such as the date, type of incident, names, etc. if possible:

Does the issue that you have described concern one or more of the following categories:

- Personal rights
- Data protection
- Product safety
- Consumer rights
- Antitrust law
- Corruption / money laundering
- Human rights (incl. modern slavery and human trafficking)
- Environmental protection
- No, other:

Did you personally witness the incident (or part of it)?

- Yes
- No

Are you personally a victim of the abuse that you are reporting?

- Yes
- No

Is your health or safety or the health or safety of other people acutely at risk?

- Yes
- No

By giving us your contact information (e.g., e-mail address, telephone number etc.) you consent to allowing us to contact you regarding your report and you agree to the

Title	Mr	Ms	
Full name	First name	Surname	
Date of birth	Day	Month	Year
E-mail			
Telephone number			
Address	Street and house number		
	City	State	
	Postal code	Country	

If you have given your contact information, you will receive confirmation of the receipt of your report within seven days.

If you have questions or would like to send us a comment or further information, or if you would like to contact us by telephone or meet with us, you can write your concern in the following field and send it to us:

**Address for sending us information by post:**

Personal/confidential  
Kermi GmbH  
Ethics & compliance  
Pankofen-Bahnhof 1  
D-94447 Plattling