



| WHISTLEBLOWER SYSTEM AT WANZL

Important information

| WHISTLEBLOWER SYSTEM

The sustainable success of our company has been based on the prevalent values of dynamism, reliability and progress since its foundation in 1947. As a high-performance and value-oriented family business, we place high demands on ourselves. Compliance with legal requirements and internal rules is of the utmost importance for Wanzl worldwide. Violations are not tolerated and are consistently pursued by Wanzl everywhere in the world.

In order to identify potential violations in good time and to initiate the right measures, Wanzl has established a whistleblower system that can be used by both Wanzl employees and business partners (hereinafter referred to as the “whistleblowers”). The aim is for whistleblowers to draw attention to irregularities in order to enable Wanzl to minimise financial and reputational damage in good time.

■ **Violations of the law may include, for example, the following:**

- Bribery / corruption (advantages are granted by Wanzl employees)
- Bribeability / corruption (advantages are granted to Wanzl employees)
- Granting advantages to public officials
- Embezzlement
- Manipulation (selected items) of the annual financial statements or internal reporting
- Violations of antitrust and competition law
- Violations of export control requirements
- Discrimination based on sex, skin colour, ethnic origin, sexual identity, disability, religious affiliation or ideology



Who can a whistleblower turn to?

In the event of suspicions, whistleblowers can either contact Wanzl directly (e.g. their supervisor, the Human Resources department or the Compliance department) or use a reporting channel operated by independent ombudsmen (intermediaries) of the auditing company BDO engaged by Wanzl. Information can be reported openly or anonymously. Even if whistleblowers wish to disclose their identity to the ombudsmen, the ombudsmen

may, if the whistleblower so wishes, refuse disclosure to Wanzl; this is an important contribution for protecting whistleblowers. Wanzl will examine the incoming reports very carefully and follow them up consistently.

It is also important not to jump to conclusions and to protect wrongly accused employees from inappropriate sanctions. All in all, a fair process must be maintained for all the parties involved.



BDO has appointed the following ombudsmen to receive reports:

Markus Brinkmann, Ombudsman

Markus Brinkmann has many years of experience as an ombudsman and in conducting national and international forensic investigations. In a number of cases, he presented the results personally at Supervisory Board/Management Board/Compliance meetings or at shareholders' meetings.

Benedict Benz, Deputy Ombudsman

Benedict Benz has experience as an ombudsman and has national and international expertise in handling special forensic investigations in Germany, Asia and the Middle East.

How to submit a report to the ombudsmen:

1. Internet platform

You can reach the ombudsmen at BDO at any time via an Internet-based communication platform. If you wish, you can even remain anonymous to the ombudsmen at BDO and have an anonymous exchange with them. You can access the platform at the following link: wanzl.whistleportal.net

2. By telephone

Country of whistleblower or outgoing call	Telephone number
Germany	0800-8922222
USA	877 803 5575
UK	0808 238 9592
Czech Republic	0800 088 808
China North	10-800-712-2412
China South	10-800-120-2412
Denmark	808 87785

3. By post

Another option is to reach the ombudsmen by sending a letter to the following address:

Private/strictly confidential
 Mr Markus Brinkmann
 Mr Benedict Benz
 BDO AG Wirtschaftsprüfungsgesellschaft
 Fuhrentwiete 12
 20355 Hamburg
 Germany



Please note that this whistleblower system has been set up for reporting compliance-related matters. We kindly ask for your understanding that other concerns cannot be addressed.

With your help, Wanzl will maintain its excellent reputation and continue to earn respect from our customers, business partners and the society within which we live and work.

VISIT US AT
www.wanzl.com



Other questions about compliance at Wanzl

For general questions about compliance at Wanzl, questions about the Wanzl Code of Conduct, or if you are not sure about the correct conduct in a particular case, please contact the Compliance Officer of the Wanzl Group. You can reach the Compliance Officer as follows:

Michael Glogger, Compliance Officer

Wanzl GmbH & Co. Holding KG
Rudolf-Wanzl-Str. 4
89340 Leipheim
Germany

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+49 8221 / 729-6777