

# Whistle-blowing system

Dear Sir or Madam,

Family-run already for six generations. For more than 160 years, we have been a reliable partner for customers, employees, stakeholders, the economy, and the region. A family company since 1858, operating worldwide, producing regionally with deep local roots. Obligations arise from our activities: towards the people with whom we work, the raw material, and towards nature, which form the basis for our products and the region in which we are an employer and economic factor. Obligations that we are happy to fulfil day after day as part of our responsibility. A key building block for this is that our business partners, our employees and society place their trust in us. And we have to earn this trust time and again. This applies equally to all employees – to staff, managers and the executive board. And for all of us, this means that laws, internal regulations, voluntary commitments and ethical principles always form the basis for our actions. Not only do we expect these standards to be respected by our employees; we expect this from our business partners as well.

We, the management, would like to be informed about illegal behaviour at the Crespel & Deiters Group, as this will place us in a position to clarify and stop such behaviour. For this purpose, we have set up the electronic whistle-blowing system of the Crespel & Deiters Group and encourage everyone to inform us about legal violations. Your information will help us to ensure the sustainable success of the Crespel & Deiters Group.

Thank you very much.



Gustav Deiters  
CEO Crespel & Deiters Group

## Why should I be a whistle-blower and give a tip?

With your information, we can already counteract misconduct and threats to our business activities early on. This way, we can avert damage to the Crespel & Deiters Group, its employees and our business partners. By informing us, you also help us to secure both jobs and the sustainable success of the Group.

We encourage everyone – be it employee, former colleague, customer, supplier or third party – to inform us of severe legal violations. This applies in particular in suspected cases of:

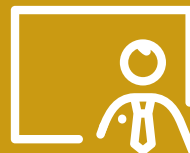
- fraud, embezzlement, misappropriation
- antitrust violations and violations of competition law
- money laundering
- violation of data privacy
- theft
- environmental and occupational health and safety violations
- disregard for social standards and human rights
- etc.

Please note that the whistle-blowing system is not available for general complaints.

## How can I submit a message?

Whistle-blowers can report a possible compliance violation to the ombudsman (Dr Tobias Eggers, Rheinlanddamm 199, 44139 Dortmund, Tel. +49 231 9580 68-12, e-mail: [eggers@park-wstr.de](mailto:eggers@park-wstr.de)) of the Crespel & Deiters Group. Either by telephone, post, in person or electronically. You can find more information about our ombudsman in this short introduction video.

## INTRODUCING DR TOBIAS EGGERS



**CRESPEL & DEITERS**  
GROUP

## Give hints:

WHISTLE-BLOWING SYSTEM  
CRESPEL & DEITERS GROUP

[crespeldeitersgroup.hinweisgeben.eu](https://crespeldeitersgroup.hinweisgeben.eu)



## Is my anonymity protected?

Yes. The ombudsman is a lawyer and as such is bound to secrecy. Also towards the company. Unless you permit it to be passed on.

## How do we deal with incoming tips?

Incoming tips are examined and evaluated by the ombudsman. Together with him, you will then decide whether passing on the information to the company is necessary or not. Generally speaking, this will make sense because only then will the company be put in a position to stop or remedy any violations.

## A general rule, the following applies:

You can always turn to your superiors and/or the Compliance department in confidence.