

Whistleblower Protection Act HinSchG

The Whistleblower Protection Act (HinSchG) is a law designed to strengthen the protection of whistleblowers. The aim is to recognise potential risks for the company, its employees or the general public. Offences are to be uncovered more quickly and proven misconduct brought to an end.

The internal reporting centre set up at OTT-JAKOB for this purpose is designed to enable employees to report well-founded indications of suspected violations of the law or breaches of regulations in accordance with the Whistleblower Protection Act without having to fear any disadvantages, such as dismissal, the issuing of a bad reference or the shifting of expenses. OTT-JAKOB implements the procedure in accordance with §17 HinSchG.

Serious cases of suspected violations of applicable law or internal guidelines can be reported. Below are a few examples of such abuses:

- Cases of sexual harassment, discrimination, bullying and racism
- Corruption offences (bribery and corruptibility) and theft
- Antitrust and money laundering offences and other fraud and enrichment offences
- Offences against financial law
- Data protection and information technology security offences
- Violations in connection with environmental regulations
- Violations of occupational health and safety, product safety and other quality standards
- Other breaches of regulations with high damage to the company and its reputation

Employees, temporary workers, customers, suppliers and other external stakeholders can send information to the following e-mail address:

HinweisSchG@ott-jakob.de

The mailbox is managed exclusively by the neutral and impartial whistleblowing officers under the strictest confidentiality. The identity of the whistleblower is protected.

In order for your report to be processed appropriately, it is helpful for you to describe the facts of the case as specifically as possible.

You can use the following 6 questions as a guide: Who? What? When? Where? How? Why?

Once your report has been successfully received, you will immediately receive confirmation. One of the Reporting Centre Officers will then carefully and discreetly investigate and process the suspected case. Finally, you will receive feedback on the status of your report and any follow-up measures.

OTT-JAKOB Spanntechnik GmbH
Lengenwang, January 8th 2024