



Hi! News from VebeGo

Special 2024 Edition on the Whistleblower Portal

Reporting wrongdoing can be difficult to do. VebeGo makes it easier.

You have a suspicion or know that someone is engaging in illegal activities at VebeGo or at clients', partners' or suppliers' businesses?

Whether it's a matter of corruption, data misuse, human rights violations or discrimination, VebeGo would like such machinations to be uncovered and investigated without the whistleblower, the person submitting the report, facing difficulties for it.

That's why we commissioned external solicitors to set up an external whistleblower portal via which you can report crimes and other illegal activities discreetly, confidentially and safely. It doesn't matter whether the wrongdoing has already taken place or is very likely still to take place. Any concealment of such illegal activities can also be reported.

You can submit your report at any time online via the whistleblower portal or by post.

Whistleblower portal

<https://vebeGo.derhinweis.de>



By post to:

Rechtsanwälte Prof. Dr.
Schiefer, Dr. Todisco, Bungart,
Nordhausen u. Dreyer Part
GmbH

Uerdinger Straße 62
40474 Düsseldorf

No disadvantages from reporting

You will not suffer any retaliation for a justified report of wrongdoing!

The Hinweisgeberschutzgesetz [aka Whistleblower Protection Law"] by which the solicitors and VebeGo abide, offers comprehensive protection, something we take very seriously.

The law came into force on 2 July 2023. It governs the protection of whistleblowers and imposes uniform standards on institutions and companies for the reporting of irregularities and the protection of those reporting them.

Cases that should be reported

Typical cases arising in the workplace that should be reported via the whistleblower portal include, for example:

- corruption/violations of compliance
- data misuse
- human rights violations
- discrimination in the workplace
- violations of environmental protection laws
- violations of employment and health protection legislation
- violations of the minimum wage law or fine regulations
- failure to meet the legal obligation to provide and disclose information to bodies of the works constitution, such as the works council

Cases for which no such report is required

Private misconduct of which the person submitting the report becomes aware should not be the subject of reporting via the whistleblower portal. Such cases include, for example:

- a person's use of drugs in his or her free time
- theft outside work

Personal misconduct should also not be reported via the whistleblower portal. Instead, please discuss such a case with your line manager or any person of trust within the company.

Examples include:

- repeated late arrival at work
- poor performance
- unexcused absence from work

Reporting illegal activities: what happens with your data



Important note

To prevent misuse of the whistleblower portal, the following is stipulated in the Whistleblower Protection Act:

the identity of persons who report false information purposely or with gross negligence is not protected from disclosure and claims for damages, for example, may exist.

You would like to know exactly what's in the German Whistleblower Protection Act?

Then simply scan the QR Code and read the full legal text:



VebeGo assists with the processing of the case

In some cases, the solicitors may require information from VebeGo for their investigation. For this, VebeGo has assured the solicitors of its full support.

The solicitors' contact at VebeGo is Ingo Kowalczyk, Head of Personal Development.

As a member of the VebeGo management, he has the authority to gather information and assist the solicitors in their investigation.



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