

KIRCHHOFF Automotive Whistleblowing Policy

As a family-owned company with long standing tradition, KIRCHHOFF Automotive recognizes that given a dynamic business environment, all organizations face the risk of things going wrong or of unknowingly harboring illegal or unethical conduct. It is a matter of both ethics and commitment that we remain a reliable partner within society and undertake responsibility for the results of its business activities.

Therefore, in our "Vision and Values" we declare to conduct our business with honesty and reliability, trust and respect and in our KIRCHHOFF Automotive Code of Conduct we expect all employees and business partners to maintain high standards in reference to the commitments and the principles stated within it.

We are also aware that any legal or ethical non-compliance may cause great damage not only to KIRCHHOFF Automotive as a business, but primarily to its employees and local communities.

As such, we have incorporated the 'whistle-blowing' policy which purpose is to prevent such situations occurring or to address them when they do occur. The key aspect of the policy is to establish a culture where everyone feels free to share concerns regarding any aspects of the business ethics, human rights, safety and working standards, environmental protection and illegal or unethical behavior. KIRCHHOFF Automotive assures the process of reporting, in a good faith, of any suspected improper conduct or malpractice in the organization whilst protecting the reporting employee from a retaliation activity such as termination of employment, threats, harassment or other adverse action. We ensure every notification of wrongdoing will be considered with proper care.

The management of the company provides the internal guideline for investigating and remedying any reported non-compliance in KIRCHHOFF Automotive business operations.

Janusz Soboń
Compliance Responsible
