

Compliance helpline

Abiding by laws and internal rules is very important to the companies in the Werhahn Group. Therefore, anyone with information regarding a compliance-relevant matter can contact the compliance helpline of the companies in the Werhahn Group.

However, the compliance helpline is not a channel for any general customer or other complaints. Please exclusively contact the customer service department of the respective Werhahn Group company for such complaints.

The following methods are available to you for submitting a report (in the language of your choice):

- Via the protected and encrypted compliance helpline portal <https://helpline-werhahn.de>
- By telephone on **011800 17 17 17 17** (free of charge)
- By e-mail directly to the external ombudsperson: kohler@schlueter-graf.de



You also always have the possibility of contacting a trusted person in the company, such as the respective compliance officer.

Alberto Imperio,
Compliance Officer for
ZWILLING J.A. Henkels Canada Ltd.
Tel: +1 416 418 4689



helpline-werhahn.de



011800 17 17 17 17



kohler@schlueter-graf.de



The compliance helpline is overseen by the external ombudsperson **Prof. Dr. Eva Kohler**. Reports are initially only received by her. She only passes the report on to the relevant compliance officer of the respective Werhahn company for in-depth investigation or for the initiation of the necessary subsequent measures following a preliminary examination. The

confidentiality of your identity is maintained to the extent required by law. You can submit your report **anonymously** if you prefer.

Ensure that your information is **as specific as possible**. Please let us know how you can be contacted in the event of any questions.

Please let us know if you do not know the full circumstances or are unsure whether the observed behaviour represents a compliance-relevant matter.

We ask that you use the opportunities to submit information responsibly. Knowingly or grossly negligent false information may, under certain circumstances, give rise to personal liability.

We guarantee that you will not suffer **any disadvantages** from the companies of the Werhahn Group as a result of a report you have made to the Compliance Helpline which was to the best of your knowledge.

You can find our rules of procedure and privacy policy in the compliance helpline portal at <https://helpline-werhahn.de>