

Why should I submit a report?

The relationship of trust between our company and our employees, as well as with our customers, is our most important asset. We want to achieve top performance, not only through expertise and performance, but also through the way in which we act ethically. Above all, this includes complying with legal regulations and implementing our Code of Conduct.

Perhaps you are aware of harmful behaviour that endangers our company. However, you may be reluctant to disclose this information personally.

You may be aware that people or the environment are harmed by the business activities of Wayss & Freytag Ingenieurbau AG or by the business relationship with our suppliers.

We want to effectively protect you as a whistleblower and offer you various channels for submitting reports by name or anonymously.

Which reports can I submit?

Your report on white-collar crime and corruption as well as human rights violations and environmental damage is made in a guided process. In individual sub-steps, you will be asked to answer questions or describe the facts of the case. Depending on the reporting category selected, your information will be recorded and processed by the Compliance department (for reports of corruption and other white-collar crime as well as for reports relating to human rights and the environment) or by the Data Protection department (for reports of serious data protection violations). You will receive personalised feedback on your case.

Which channels are available for making contact?

The members of the Compliance team are available in writing and by telephone for all reports and queries. You can find the contact details in the Compliance section of the intranet.

You can also register by post at

Wayss & Freytag Ingenieurbau AG
Compliance department
Eschborner Landstraße 130-132
60489 Frankfurt/M.

contact us.

You can also use our reporting platform <https://wf-ib.rexx-systems.com/whistleblowing>.

How does a report via the reporting platform work?

If you would like to send a named or anonymous message, click on the "Create new message" button on the start page.

The reporting process comprises **4** steps:

1. Click on "Create new message"
2. Follow the instructions and fill in all required fields
3. Click on the "Send" button
4. After sending, save the access code displayed and keep it in a safe place. You can use the code to enter into dialogue with us or to view the status of your report.

On the report page, you formulate your report in your own words and answer questions about the case using a simple answer selection. You can also send smaller files of up to 2 MB to support your report. Please remember that documents may contain information about the author of the document. After sending your report, you will receive a code as proof that you have sent this report to Wayss & Freytag Ingenieurbau AG.

Please save this code carefully. It is the only way to access the system and your message. It cannot be reproduced if lost.

After submitting a notification, you can access the communication area by clicking on the "Follow up existing notification" button on the start page.

How do I get feedback and still remain anonymous?

The overriding principle of our whistleblowing procedure is the protection of the whistleblower. We therefore also offer the option of contacting us anonymously. Your report will be kept anonymous through encryption and other special security routines.

As long as you yourself do not enter any data that could be used to identify you, the system technically protects your anonymity.

Compliance and data protection experts will use the communication area to give you feedback or ask questions if details are still unclear - you will remain completely anonymous during the dialogue.

What other external reporting centres are there?

An external reporting centre has been set up at the Federal Office of Justice (BfJ). It will be responsible for the federal and state governments and accept reports from the private and public sectors. In special areas of responsibility, the Federal Financial Supervisory Authority (BaFin) and the Federal Cartel Office (BKartA) also act as external reporting centres with special responsibilities.