

## Background

The **DB Schenker Alert Line** was established for reporting conduct that is inconsistent with DB Schenker's commitment to conducting business to the highest standards of ethics and integrity. The type of misconduct that can be handled through the DB Schenker Alert Line varies due to different laws around the world. If your report contains information that cannot be handled through the DB Schenker Alert Line, you will receive a message explaining this and providing further information about where your report can be made.

The DB Schenker Alert Line was established as a supplement to the existing reporting channels, which include the DB Schenker Corporate Compliance Department and the ombudspersons. The DB Schenker Alert Line is a service provided by our business partner, GCS Europe Ltd. All reports will be handled by dedicated experts.

## How to report

The system provides the possibility for employees as well as external parties to report concerns about unethical conduct within the organization. There are two channels of reporting for whistleblowers, a 24/7/365 call center and a reporting website.

The online reporting website is available at [www.dbschenker.alertline.com](http://www.dbschenker.alertline.com)

The Local hotline numbers are found as attached file to this document.

Every employee of our group as well as our business partners and customers, regardless of time or place, can submit reports to the DB Schenker Alert Line. Where local law allows it, reports can be made anonymously. However, DB Schenker encourages reporters to include their name.

The DB Schenker Alert Line may not be used to knowingly submit false or slanderous statements or information. Improper submissions of this nature can give rise to serious consequences under civil or criminal law. In order to simplify communications through the DB Schenker Alert Line, please use your Report Number and Personal Identification Number that you will receive after filing your report. If your report was submitted anonymously, communications will not reveal your identity.

## After reporting

Reports will be handled confidentially. Under some circumstances, however, public authorities can invoke applicable laws and compel the company to disclose information submitted via the DB Schenker Alert Line. Where local laws allow it, reports can be made anonymously through the DB Schenker Alert Line, but we encourage you to include your name when submitting a report.

Integrity is one of DB Schenker's key principles. Please help us ensure all DB Schenker employees conduct themselves in an ethical manner. If you observe misconduct, do not hesitate to file a report through the DB Schenker Alert Line!