

The EWE Group's whistleblower system

Rules of procedure in accordance with Section 8 (2) Supply Chain Due Diligence Act (LkSG)

Oldenburg, 08 September 2022

Purpose of the whistleblower system



EWE relies on the support of its employees and contractual partners with regard to compliance with laws and internal guidelines. Abuses must be uncovered in order to prevent damage to the company and protect employees and third parties.

At EWE, all the employees have a responsibility to report risks or infringements of laws and internal guidelines immediately.

We also expressly encourage our customers, our business partners and other third parties to point out infringements, anomalies and risks.

The Group's compliance organisation (hinweis@ewe.de) and an external ombudsperson are available as points of contact for whistleblowers. Due to his role as a lawyer, the ombudsperson guarantees the anonymity of a whistleblower on request.

EWE affirms that any report that is made in good faith will be treated confidentially and respectfully. The whistleblowers will be protected from any reprisals

Scope



EWE shall assess every tip-off about risks or compliance infringements

These include, in particular:

- infringements of national and international law
- infringements of the EWE Code of Conduct or the EWE Code of Conduct for Business Partners
- infringements of internal guidelines
- complaints with regard to human rights and environmental risks

Reporting channels



EWE Group compliance organisation:

Keyword "Hinweis"
Tirpitzstrasse 39
D-26122 Oldenburg

Tel.: +49 1622903669
Fax: +49 1622903669

E-mail: hinweis@ewe.de

Ombudsperson:

Lawyer Jörn Beyer
HLP. Heiermann Losch Rechtsanwälte
Marienstrasse 9-11
D-30171 Hannover

Tel.: +49 511 262 938-52
Fax: +49 511 262 938-99

E-mail: joern.beyer@hlp-rae.de

Whistleblowing process

