

3. Why tellUS!?

- HELLA takes every report seriously!
- **tellUS!** can be reached 24/7.
- **tellUS!** is available in a number of languages; in any case, you can report in your native language – whatever it is.
- **tellUS!** is operated by an independent & impartial third party.

4. How should you report?

- Go to <https://hella.whistleblownetwork.net>.
- Select country & menu language (you can report in any language you wish).
- Submit your report – as detailed as possible to enable & facilitate the handling of the report:
What happened where when to whom...?

5. How to communicate further?

- We recommend to open a post / dialogue box (even if you choose to report anonymously) so that:
 - You will receive an acknowledgement of receipt within 7 days.
 - You can be contacted for clarification of information ...

2. Who can use tellUS!? Anyone!

- All HELLA employees, and
- any external third party.

who want to report a suspected compliance violation within HELLA or along the supply chain.

We encourage HELLA employees to address concerns locally...

1. When should you use tellUS! ?

- Whenever you suspect a **serious compliance violation**, i.e. a violation of the HELLA Code of Conduct, laws and internal rules, speak up and use **tellUS!**!
- **Compliance violations relate to - but are not limited to:**
Fraud, Corruption, Human Rights ...

6. What happens after you submitted the report?

- Submitted reports are received & immediately reviewed by the Compliance Office to assess their admissibility & plausibility (sufficient indications of a compliance violation?).
- The Compliance Office may involve further expertise departments for the best possible handling of the report.
- In the course of the check of your complaint HELLA seeks:
 - to clarify the facts,
 - to assess the findings and, as necessary,
 - to take appropriate follow-up measures (preventive or remedial actions, incl. disciplinary sanctions, if applicable).

If you suspect a serious compliance violation, **tellUS!**

