

# Compliance Reporting Channels

## Essentials about reporting Compliance concerns

SEEDING  
THE FUTURE  
SINCE 1856



### Who can report?

Anyone who has or could potentially have a work and/or business relationship with KWS Group, or who, directly or indirectly, could be affected by our operations.

### How will you be protected?

Anyone who raises a Compliance concern in good faith or cooperates with an investigation is protected and do not have to fear any measures to their disadvantage. We prohibit retaliation.

### What could be reported?

- Any potential violation of applicable laws or regulations;
- Any potential violation of KWS values, KWS Code of Business Ethics, Compliance standards or other KWS guidelines;
- Any human rights or environmental related risks or violations of obligations covered by the KWS human rights policy.

### How to report a Compliance concern correctly?

You must provide true and accurate information. As concrete and detailed the information can be, the better. It will highly support the investigation if the message includes information on what, where and when it happened, who was involved and any type of evidence.

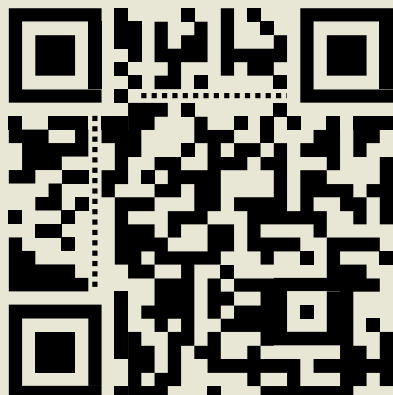
### Which is the Compliance reporting channel available at KWS?

Raising a Compliance concern should be as simple as possible. That is why KWS Group Compliance Reporting Platform can be easily accessible, you only need internet access, and it is available in different languages. It also ensures anonymity, if you choose so.



#### KWS Group Compliance Reporting Platform

Go to <https://kwssaat.whistleblownetwork.net/> or scan QR code to access the platform



Please write down and remember your Case ID and your Case password and return to the platform from time to time. You will support enormously if you are accessible. The platform ensures anonymity and being accessible at the same time.

### What happens when you report a Compliance concern?

We treat every report seriously and impartially. The KWS Group Compliance Reporting Platform is established and operated in a secure way ensuring confidentiality, anonymity (if this is chosen) and preventing unauthorized access. Only authorized persons competent to receive, investigate and follow up measures in connection with a report, or other persons allowed as per applicable laws, shall access information on the reported concern or parts of it on a strictly need-to-know basis.

