

Whistleblowing / Ombudsman System

Our GLS Whistleblowing system allows you to inform us about human rights and environmental risks, as well as violations of human rights-related or environmental obligations that have occurred as a result of the economic actions of GLS in its own business area or of a direct supplier.

On such matters all employees, business partners and third parties may contact the

Attorney Dr Rainer Buchert Kaiserstraße 22 60311 Frankfurt am Main Germany

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All complaints will be treated in confidence. Dr Buchert is required by his statutory lawyers' confidentiality obligations not to disclose the identity of callers without their explicit consent to do otherwise. He also has the right to refuse to give evidence (including the identity of whistleblowers) if requested by a court of law. Complaints to the ombudsman will only be passed on to the GLS Group once the consent of the complainant has been received.

In addition, there is, of course, the possibility of contacting known GLS contact persons or our Human Rights Officer in confidence by e-mail to <u>compliance@gls-germany.com</u>.