

Code of procedure for the complaints procedure under the LkSG

This code of procedure of WM SE and its affiliated companies named in the attachment thereto (hereinafter WM SE) represent the main features of the complaints procedure under the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG).

Area of application of the complaints procedure

The complaints procedure enables people to point out, among other things, human rights and environmental risks and violations of human rights or environmental obligations that have arisen through the economic activities of a company in its own business area, or through the economic activities of a direct or indirect supplier.

Contact details

The contact details of the ombudsman of WM SE are as follows:

Email: wm@wm-compliance.de

Telephone: +49 (0) 541 9989 14255; availability:

Monday to Thursday from 8 a.m. to 5 p.m. and Friday from 8 a.m. to 1 p.m.

Complaints procedure

Upon receipt of the information, the providing person will receive a confirmation of receipt (usually within 5 working days).

Depending on the type and scope of the information, the ombudsman will, if necessary, discuss the matter in more detail with the person providing the information.

The ombudsman will forward the facts submitted to it in a permissible form to the Corporate Social Responsibility & Supply Chain Management (CSR & Supply Chain) department of WM SE for investigation, taking into account the confidentiality of the identity of the person providing the information. The ombudsman does not carry out an investigation itself.

WM SE will follow up on any provided information in compliance with the law and internal rules and taking into account the interests of all parties involved. The investigation will be carried out as quickly as possible, depending on the type and scope of the information.

WM SE is responsible for the legal assessment of the facts under investigation and the determination of suitable measures to prevent and eliminate human rights and environmental risks and violations of human rights and environmental obligations.

Protection of the Whistleblower

The confidentiality of the identity of the reporting person is guaranteed as part of the complaints procedure. Whistleblowers who report human rights and environmental risks and violations of human rights or environmental due diligence to the best of their knowledge and in good faith do not need to fear any disadvantageous actions as a result of the report. In the event of noticable misuse of the complaints procedure by the person providing the information, in particular if events are reported that do not require serious prosecution due to obvious invalid accusations, WM SE reserves its right to take legal action or disciplinary measures against the person providing the information.

Effectiveness of the Complaints Procedure

The effectiveness of the complaints procedure is checked by WM SE at least once a year and on an event-driven basis, in case WM SE has to expect a significantly changed or significantly expanded risk situation in its own business area or at the direct supplier, for example due to the introduction of new products, projects or a new one business area.

Attachment associated companies

- autoservice.com VP GmbH
- Cartrend GmbH
- EVB Handelshaus Bour GmbH
- FISCHER Bike GmbH & Co. KG.
- Fuchs + Sanders Schrauben-Großhandels GmbH + Co. KG
- Intertec Beteiligungs-GmbH
- Intertec Asia Ltd.
- Intertec Polska Sp. Z.o.o.
- Inter-Union Technohandel GmbH
- masteroil GmbH
- MTS MarkenTechnik Service GmbH & Co. KG
- MTS Verwaltungs-GmbH
- Nigrin GmbH & Co. KG
- Parkshore Trading Corp.
- SSF Imported Auto Parts LLC
- Systemzentrale plus Werkstattkonzepte GmbH
- Tegro AG
- UNIPART Technik GmbH
- WM Autodele ApS
- WM Autodily spol. s r.o.
- WM Automaterialen B.V.
- WM Autoricambi S.r.l.
- WM Fahrzeugteile Austria GmbH
- WM Fahrzeugteile Austria Holding
- WM Logistics Germany GmbH
- WM Logistic Nýřany spol. s r.o.