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Welcome to the AKO GmbH Whistleblower Protection Act Reporting System. We take compliance with legal regulations and ethical standards seriously and have created this system to provide employees and external partners with a platform for reporting possible violations of the law.

Overview:

The Whistleblower Protection Act came into force in July 2023 for companies with more than 250 employees and in December 2023 for companies with more than 50 employees. We encourage all parties involved to report violations of various laws in connection with our company. These can be, for example, violations of money laundering, product safety, environmental protection, corruption or similar. Our focus is on reporting violations of laws and ethical standards, not on complaints about products or services or complaints about employees.

Reporting options:

You can report violations anonymously via this e-mail address (datenschutz@ako-gewuerze.de), in writing or verbally to F. Heine, Management. You decide whether you wish to report anonymously. In this case, please do not forget to provide an anonymous address to which we can send our queries.

Confidentiality:

AKO GmbH is committed to strict confidentiality. All incoming reports are treated confidentially, and the identity of the reporter is protected. Confidentiality and secrecy are our top priorities.

This is how we will deal with your complaints and suggestions:

1. **Confirmation of receipt:** You will receive confirmation of receipt of your notification within 7 days.
2. **Verification:** The reports received are checked for validity and truth.
3. **Follow-up measures:** Appropriate follow-up measures are initiated in the event of confirmed violations.
4. **Feedback:** You will receive feedback on the measures taken within three months.

Your role is important:

Your reports help to create an ethical and legally compliant working environment. We appreciate your willingness to help us maintain the highest standards. Thank you for your commitment to integrity and ethics at AKO The Spice Company!