



MAKE YOURSELF HEARD

ARE YOU AWARE OF ETHICAL, LEGAL OR BUSINESS CONDUCT VIOLATIONS AT DYWIDAG?

If you have any concerns, please call the Compliance Hotline

+49 163 3476 111

This toll-free or local number is available 24 hours a day. It is administered by an independent company, therefore your report will be confidential and anonymous.

OTHER WAYS TO MAKE A CONFIDENTIAL REPORT

- Email to independent company: info@ra-dilling.de (must include company name)
- Submit a report online at <https://www.whistleblower24.eu/>
- Email to Chief Compliance Officer: compliance@Dywidag-systems.com

EXAMPLES OF POTENTIAL VIOLATIONS OR CONCERNS

- Theft
- Fraud, waste or abuse
- Conflicts of interest
- Research misconduct
- Billing misconduct
- Harrassment
- Discrimination
- Violations of DYWIDAG Spirit
- Workplace safety
- Other potential ethical, legal or internal business policy compliance violations or concerns

We believe in Safety, Excellence, Honesty, Integrity, Trust, and Responsibility.

At DYWIDAG, these values are more than just words, we know that living by our values without compromise requires continuous effort by everyone. There will be no retaliation against honest reporters, regardless of whether the issue is confirmed or not. Any retaliation is a violation of our values.

“We would rather lose business than compromise our values.”

Matti Kuivalainen, CEO DYWIDAG