

## **Privacy information for whistleblowers**

### **Purposes of data processing**

We process your personal data for the purpose of identifying and clarifying misconduct within the INDUS group of companies.

When you make a report, you are free to decide whether to do so under your name or anonymously. Please note that we may have to disclose your name to the person you are accusing due to legal requirements.

Please do not include sensitive personal information in your report, such as racial and ethnic origin, health data, political opinions, religious beliefs, trade union membership, health data or data on sexual life.

### **Legal basis**

We process your personal data to protect our legitimate interests to obtain information about misconduct with respect to INDUS through a secure system. You have the right to object to the processing of personal data about you.

### **Recipients**

We keep information about you confidential to the extent possible and permissible. Your data may be forwarded to the management of those companies in which defendants are employed for further investigation. We may also be required to tell the defendant who provided the information about him or her.

Further recipients may be authorities and other bodies, insofar as this should be necessary for criminal prosecution or to protect legal interests.

In addition, service providers who provide or maintain our IT infrastructure may be able to view the data; however, they are separately obligated to maintain confidentiality.

### **Storage period**

The personal data will be stored for as long as they are required for the above-mentioned purposes or as long as legal retention periods require.

## **Your rights as a data subject**

As a data subject, you have the following rights, provided that the legal requirements are met:

- Right to access personal data, Art. 15 GDPR
- Right to rectification, Art. 16 GDPR
- Right to erasure, Art. 17 GDPR
- Right to restriction of processing, Art. 18 GDPR
- Right to data portability, Art. 20 GDPR
- Right to object, Art. 21 GDPR

Insofar as the data processing is based on a consideration of legitimate interests, you have the right to object to this processing of the data. For this, there must be legitimate grounds arising from your particular situation.

You also have the right to complain about data processing to the data protection supervisory authority.

## **Person responsible for data processing and data protection officer**

Responsible for data processing:

INDUS Holding AG  
Kölner Straße 32  
D-51429 Bergisch Gladbach  
Phone: +49 (0)2204/40 00-0  
E-mail: [indus@indus.de](mailto:indus@indus.de)

The INDUS data protection officer can be contacted via:

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Pollerhofstr. 33a  
D-51789 Lindlar  
E-mail: [dsb@fox-on.com](mailto:dsb@fox-on.com)