

Information on Whistleblowing at Jola

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Dear Sir or Madam,

From time to time, our customers ask us to comment on our compliance with certain topics.

“Persons who work for a public or private organisation or are in contact with such an organisation in the context of their work-related activities are often the first to know about threats or harm to the public interest which arise in that context. By reporting breaches of Union law that are harmful to the public interest, such persons act as ‘whistleblowers’ and thereby play a key role in exposing and preventing such breaches and in safeguarding the welfare of society. However, potential whistleblowers are often discouraged from reporting their concerns or suspicions for fear of retaliation. In this context, the importance of providing balanced and effective whistleblower protection is increasingly acknowledged at both Union and international level.”¹

Directive (EU) 2019/1937 of 23 October 2019 (“Whistleblowing Directive”) protects persons who report breaches of Union law. People who fear a violation of the law should be able to trust that they can express this fear without reprisals. This general principle has long been valid and is lived in corporate practice. At Jola, it has long been possible to report grievances internally. The EU Directive and its national implementations now introduce a legally binding whistleblower system.

The German Whistleblower Protection Act (Hinweisgeberschutzgesetz – HinSchG), the draft of which was presented in April 2022, is intended as the national implementation. The law draft goes beyond the requirements of the EU Directive and covers the private sector as well as the public sector. It is envisaged that an internal reporting office and secure reporting channels must be established to receive tips confidentially. According to Section 42 in conjunction with Section 12 (1) of the draft, this obligation will apply to companies with generally 50 to 249 employees as of 17 December 2023.

Third-party companies are also to be allowed to be used for implementation. **MORGENSTERN consecom GmbH** which has been supporting us in all data protection matters for years, has already prepared for this. It is prepared to be available to us in the future as an external internal reporting office as soon as this is legally required.



If you have any further questions, please do not hesitate to contact our **sales department**:

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Yours faithfully,

Lars Mattil
(Managing Director)

¹ citation of recital 1 of Directive (EU) 2019/1937 of 23 October 2019



LEVEL CONTROL



LEAKAGE DETECTION



LIMIT SWITCHES



COOLING CEILING CONTROL