



# BORUSSIA DORTMUND WHISTLEBLOWER SYSTEM

## **INFORMATION REGARDING BORUSSIA DORTMUND'S WHISTLEBLOWER SYSTEM ECHTE LIEBE – BOTH A COMMITMENT AND A RESPONSIBILITY**

Borussia Dortmund stands for intensity, authenticity, community and ambition. Everything we do has a powerful impact. Our stadium is the epicentre: This is where the intense energy within BVB is released. We hold a firm place in the hearts of our fans, and their unconditional loyalty has carried us through the good times and the bad for over 100 years. We are absolutely committed to giving them something in return, by delivering on the pitch and promising to stay the same as ever: frank, welcoming, tenacious and woven into the very fabric of Dortmund.

One of the foundations of our success is our responsible and ethical conduct. This is something that can be counted on, and not just by our fans. We regard respect, integrity and openness as crucial values in business. We see it as our mission to honour the trust placed in us by conducting ourselves responsibly and with integrity and honesty.

The whistleblower system provides an internal and external point of contact for people who would like to report breaches of the law and/or misconduct in connection with Borussia Dortmund. It also includes options for anonymous reporting and communication.

The whistleblower system records information received by way of a comprehensive and fair process and ensures that the legitimate interests of the parties involved are protected to the best possible extent. The whistleblower system is designed to prevent financial loss for the company and potential damage to reputation.

For the persons involved, the principle of innocent until proven guilty applies. Investigations are conducted in the strictest confidence.



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## **What can and cannot be reported?**

The whistleblower system provides an avenue for reporting potential misconduct.

Reports of actual or suspected breaches may be submitted directly through our online whistleblower system:

<https://bvb.integrityline.com/>

Please only provide information in good faith. You are not acting in good faith if you know that the facts you are reporting are not true. If you are not sure about a matter, refer to the fact that you are unsure when you report it.

It is important to note that if you report falsehoods despite knowing better, you may face consequences under labour law and may also be liable to criminal prosecution.

### What should not be reported:

Please contact [services@bvb.de](mailto:services@bvb.de) if you would like to provide feedback or have a complaint about the services of Borussia Dortmund GmbH & Co. KGaA or any of Borussia Dortmund's subsidiaries. Please understand that the whistleblower system is unable to accept, process or forward any customer service issues.

## **Anonymity**

If the whistleblower does not provide any contact details, the information they disclose is stored in anonymous form on the platform. In order to preserve anonymity, it should be ensured that no personal data is included in the report, and any personal data in attachments that might identify the whistleblower is removed before sending.

## **Secure mailbox**

When submitting information, whistleblowers have the option of creating a secure mailbox. This allows our Compliance Team to make enquiries about the information provided. We recommend that you allow this correspondence, as we may need further information in order to pursue the matter and close the case.



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-  **Report by whistleblower**
-  **Encrypted message receipt**
-  **Borussia Dortmund Compliance Team takes over the processing**
-  **Discreet and anonymous processing of the information by Borussia Dortmund Compliance Team**
-  **Correctly timed feedback to whistleblower**
-  **Sovereignty of action and communication at Borussia Dortmund Compliance Team**