

17 Misconduct and Complaints

Violations of professional conduct standards as well as other **forms of misconduct** have **serious consequences** – both for the employee and for **Brytec**.

Misconduct will not be tolerated.

Managers at Brytec bear a special responsibility and must act as **role models** in this regard.

Brytec consistently sanctions **deliberate and unlawful misconduct** as well as **violations of internal policies** – regardless of the **position or rank** of the person involved.

17.1 Reporting Violations

All employees and third parties have the right to report violations of compliance policies – whether proven or suspected.

This can be done via:

- **Direct reporting to a manager or supervisor**

17.2 Protection of Whistleblowers

- **Complaints can be submitted confidentially and anonymously at any time.**
- **Brytec places great importance on ensuring that employees feel safe to report violations — without fear of legal, professional, or personal consequences.**
- **All complaints are investigated and corrective actions are taken where necessary.**
- **All documentation is treated confidentially, to the extent permitted by law.**
- **Retaliation of any kind against whistleblowers will not be tolerated.**