

15<sup>th</sup> December 2023

## Whistleblower Protection Act

Dear Sir or Madam,

On December 17<sup>th</sup>, 2023, the Whistleblower Protection Act comes into force for German companies with more than 50 employees.

The aim of the Whistleblower Protection Act is to protect people who have obtained information about offences in the course of their professional activities and who report them. The Whistleblower Protection Act prohibits any reprisals against whistleblowers and obliges companies to set up secure channels for whistleblowing.

In this context, TAKTOMAT offers the following two reporting centres, whereby the first-mentioned reporting centre is to be given preference:

- Mrs Iris Lehmann  
Data Protection Commissioner and Whistleblower Reporting Centre at TAKTOMAT  
✉ [iris.lehmann@idtg.de](mailto:iris.lehmann@idtg.de)  
☎ +49 173 5420134
- Federal Office of Justice  
🌐 [https://www.bundesjustizamt.de/DE/MeldestelledesBundes/MeldestelledesBundes\\_node.html](https://www.bundesjustizamt.de/DE/MeldestelledesBundes/MeldestelledesBundes_node.html)

The reporting centres must maintain the confidentiality of identity. This means that the identity of whistleblowers or individuals who are the subject of a report may only be disclosed to those who are responsible for receiving reports or to those who are taking or assisting in follow-up action.

After reporting to one of the reporting centres, the whistleblower will receive a confirmation of receipt within 7 days and feedback on the current status after 3 months at the latest.

Proceedings can be discontinued due to lack of evidence.

Please note that the person providing the information is obliged to compensate for any damage resulting from an intentional or grossly negligent report or for the disclosure of incorrect information.

Even though there are now two official reporting points at TAKTOMAT, we still ask you to prefer direct contact with superiors, department heads or the management, if you have anything to report.

The management of TAKTOMAT