

Whistleblowing (GRI 205-2)

AURELIUS is committed to conducting business with honesty and integrity. We expect our entire workforce to adhere to high standards. Any suspicion of misconduct should be reported as soon as possible.

This principle applies to all employees, managers, consultants, contractors, interns, casual workers, and agency workers.

Aurelius promotes a culture of transparency where people feel confident to report concerns related to misconduct.

What is whistleblowing?

Whistleblowing is the disclosure of wrongdoing or threats relating to our business activities. This encompasses bribery, fraud, money laundering and terrorist financing as well as other criminal activities, lapses in judgement, health and safety risks and any breach of legal or professional obligations.

It also includes violations of human rights, environmental offences, tax offences, breaches of antitrust and competition laws, breaches of product safety and regulatory requirements, and significant breaches of data protection.

Goal of Whistleblowing

The aim of the whistleblowing system is to prevent damage to the company, business partners, and workforce by means of binding principles and a clearly regulated procedure.

Availability of whistleblowing

Our whistleblowing system is explicitly available not only to our employees, but to all business partners. The possibility of contacting Aurelius in the event of misconduct via our whistleblowing procedure is actively communicated to employees in their local language.

Various reporting channels are available for tips on misconduct. There is a specially protected online reporting channel through which written tips are received in German, English and other languages. If desired, reports can be made anonymously on all channels.

Whistleblowing Management

An investigation will be initiated and assessed when a thorough examination of the information at hand tangibly points to a breach of rules. Proven misconduct is sanctioned appropriately. Those affected are treated fairly. The presumption of innocence applies to them as long as a breach of rules has not been proven. They are heard at an early stage and, when necessary, rehabilitated if they are wrongly suspected. Strict confidentiality and secrecy apply throughout the investigation process.

Whistleblowers are also protected, and their statements are treated confidentially. The whistleblower system is coordinated through Compliance, also responsible for processing whistleblowers.

Dealing, protecting, and supporting whistleblowers

We want to encourage openness and will support whistleblowers who report incidents covered by this principle, even if it later proves to be unfounded.

Whistleblowers should not have to fear discrimination for reporting such incidents, and retaliation will be strictly prohibited. Anyone who believes that they have been wronged should immediately inform the manager responsible for uncovering misconduct. If the matter isn't resolved then, a formal complaint should be filed.

Whistleblowers must not be threatened or retaliated against in any way. Anyone involved in such actions will face disciplinary proceedings. In certain cases, whistleblowers also have the right to sue for damages in an employment tribunal.

Conversely, if we find that a whistleblower has deliberately made false allegations to serve their own interests, the whistleblower will also face disciplinary proceedings.