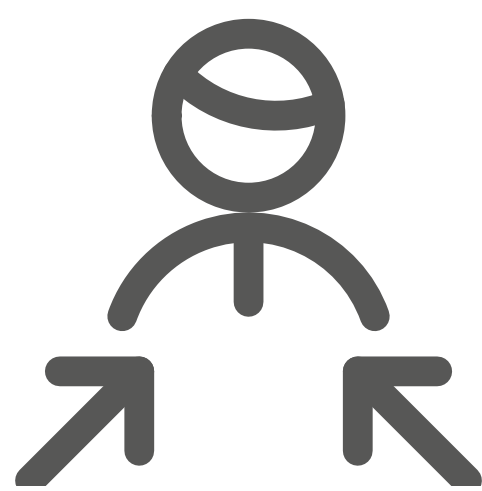


DANZER GRIEVANCE MECHANISM AND INTEGRITY HOTLINE

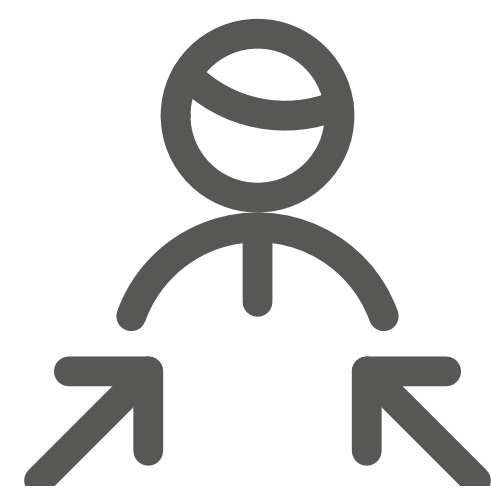


Employee identifies a problem (Safety, Environment, Human Rights, Corruption)

REPORTING OPTIONS



Employee reports to supervisor/
human resources



Employee reports to member
of Danzer Executive Board (EB)



In case of non-response:

Send E-mail or post to secure and
confidential address:

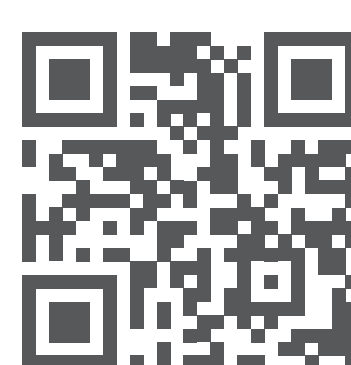
Integrity_Danzer@schweigerlaw.ch

Hans-Rudolph Wild,
Dammstraße 19, CH-6300 Zug

An anonymous report of the problem
is sent to H.-J. Danzer*

*If the problem concerns Mr. H.-J. Danzer, the report is directed to the Chairman of the Board of Directors.
If Mr. Danzer is absent, Mr. Latzko (CFO) or Mr. Roland Bosch (Chairman of the Board of Directors).

Lösung



danzer.com