

# Whistleblowing Policy – Deutsche Bank The Netherlands



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## 1. Introduction (Policy Statement)

Deutsche Bank's ("DB", comprising all group companies) Values & Beliefs and the Code of Business Conduct and Ethics (the "Code") require all employees to conduct themselves with the highest standards of integrity. Consistent with DB's Values & Beliefs and the Code, the Whistleblowing Policy the Netherlands (the "Policy") is essential to maintaining a positive compliance culture in which employees adhere to all DB policies and respect all applicable laws and regulations in all jurisdictions.

This Policy sets the procedures for the reporter (as defined in section 3.2. below) to report any concerns or suspicions regarding possible violations of laws, rules or regulations or possible violations or suspected wrongdoing of internal DB policies, standards or procedures, including DB's Values & Beliefs, for the countries in which it operates (collectively referred to as "reportable matters" as defined in section 3.1. below).

This Policy does not impair any right of a reporter under existing laws and should not be interpreted to contravene existing laws, regulations and rights thereunder. In addition, this Policy does not intend and shall not be deemed to prohibit or restrict a reporter in any way from communicating directly with, cooperating with, responding to any inquiry from, investigatory or other agency, authority or body, foreign regulatory, investigatory or other agency, or any other self-regulatory organization or any federal or regulatory authority regarding any possible violation or suspected wrongdoing.

## 2. Scope

### 2.1. Objective

The new law aims to protect reporters such as the mandatory introduction of a House for whistleblowers (the "House"). The House has two tasks: giving advice and doing research. The reporter can ask external confidential advice via the House. When the reporter wants to report the possible violation or wrongdoing externally at the House it should be made first internally. The House shall only investigate a possible violation or suspected wrongdoing (abuse) if the reporter has first reported the possible violation or suspected wrongdoing internally. After completion of the investigation the House shall prepare a report in which it may make recommendations to the employer and displays a judgment.

### 2.2. Applicability

This Policy is a renewed and detailed version of the global Whistleblowing policy. This Policy applies to the employees of all businesses, regional managements and infrastructure functions of DB, i.e. to all employees of Deutsche Bank AG Amsterdam Branch ("DB AG Amsterdam Branch").<sup>1</sup>

## 3. Reporting Requirements & Procedures

### 3.1. Definition of Reportable Matters

Reporters are called upon to report internally any imminent possible violation or suspected wrongdoing (by a public interest) that have occurred, are ongoing or are likely to occur of

1. laws, rules and regulations applicable to DB AG Amsterdam Branch as well as applicable regulatory and self-regulatory laws (Code Banken), rules and regulations;
2. DB's internal policies including but not limited to internal accounting controls and auditing matters, inappropriate disclosures of customer or company information, retaliation for reporting a possible violation or participating in an investigation of a possible violation, suspected integrity issues and/or unethical behavior;
3. (Imminent) danger to the safety of persons or danger to the proper functioning of the organization as a result of an improper mode of action or inaction.

The possible violation or suspected wrongdoing should be based on reasonable grounds.<sup>2</sup>

### 3.2. Who can report: definition of the reporter

De definition 'reporter' contains employees and employers. An 'employer' is not only someone who has employed people according to the law. The definition also includes anyone who leaves employment or commissioned by the employer. The definition 'employee' means one who performs work or has worked in the past. This definition also includes freelancers, volunteers, temporary workers, flex workers and trainees. They can report within the organization.

<sup>1</sup>Paragraph 3.2. Definition of the reporter.

<sup>2</sup>The definition "reasonable grounds" means that the reporter does not have to prove the possible violation or suspected wrongdoing but must be able to substantiate his suspicions. The presumption must be sufficiently specific and based on personal observations or documents (eg. E-mails, reports, letters or photos). For example, hearsay is not sufficient and not a reasonable ground.

### 3.3. How to report an possible violation or suspected wrongdoing

Reporters are called upon to report any possible violation or suspected wrongdoing promptly. Reports can be made anonymous but should provide enough information to allow DB AG Amsterdam branch to investigate the matter properly. Reports that are not sufficiently substantiated due to a lack of factual information will not be investigated. Reports can be done orally or in writing.

The possible violation may be reported internally in one or more of the following ways:

#### 3.3.1. Direct Supervisor or Head of the Department

Reports of a possible violation or suspected wrongdoing can be made to the Direct Supervisor or the Head of the department.

#### 3.3.2. Other Representatives of the Branch Management

Reports of a possible violation or suspected wrongdoing can be made to other representatives of management, including but not limited to the assigned Compliance Officer or a representative of the Legal Department.

#### 3.3.3. Confidential mailbox

Possible violations or suspected wrongdoing can be made to send an e-mail to the strictly confidential whistleblowing mailbox for DB AG Amsterdam branch.

[whistleblowing.netherlands@db.com](mailto:whistleblowing.netherlands@db.com)

#### 3.3.4. Confidential advisor

Possible violations or suspected wrongdoing can be reported confidential via the internal confidential advisor. The confidential advisor offers a safe area to talk about the subject restricted in this policy and contains merely possible violations or suspected wrongdoing. The reporter can contact the Head of Compliance the Netherlands.

The reporter can also ask external confidential advice via the House. Merely advice is possible via the House without contacting the internal confidential advisor. When the reporter wants to report the possible violation or wrongdoing externally at the House it should be made first internally.

#### 3.3.5. Alternative Reporting Methods

A possible violation or suspected wrongdoing should be made first internally. When the notification is not be made first internally the reporter does not enjoy the legal protection regarding the Act "House for Whistleblowers". Where the reporter, for any reason, feels uncomfortable talking to the individuals or departments listed above, or if the reporter feels that the matter has still not been resolved to his satisfaction after he has spoken to any of these individuals or departments, the reporter may also choose to report the possible violation or suspected wrongdoing externally at the House. The House shall only start an investigation if the reporter has internally reported the possible violation.

#### 3.3.6. House for Whistleblowers – "Huis voor Klokkenuiders"

The House is a government agency which, at reporter's request, will conduct an investigation into the possible violation or suspected wrongdoing. During the investigation, the reporter, witnesses and experts can be summoned to appear and testify but they retain the right to assert a legal privilege. As confidentiality is essential for the reporter and other involved parties, their testimony will not be made public or disclosed to third parties. Parties have a duty of confidentiality. Following the investigation the House will publish an anonymised report containing its conclusions regarding the nature, causes and consequences of the possible violation or suspected wrongdoing and its recommendations. Nothing in the report will constitute legally binding findings as to civil liability or the commission of a criminal offence. Find more information at the following address:

<https://huisvoorklokkenuiders.nl/>

## 4. Anonymity and Confidentiality

### 4.1. Anonymity of the reporter

The identity of the reporter should be treated confidentially as much as possible. If the reporter made the possible violation he can choose to be anonymous or give permission to reveal his identity.

### 4.2. Confidentiality of the possible violation or suspected wrongdoing

DB AG Amsterdam Branch has the obligation to handle reports confidentially if the reporter so requests. Reports will be treated in a confidential manner, to the extent possible. DB AG Amsterdam Branch may, if appropriate, disclose a possible violation and any information relating to third parties, including regulatory, governmental, law enforcement or self-regulatory agencies. Following reporting to the appropriate parties, the reporter is required to maintain confidentiality regarding any report and investigation as well as the resulting findings, in accordance with this Policy.

## 5. Protection

### 5.1. Legal protection of the reporter

DB AG Amsterdam branch prohibits retaliation against any individual who, based on a reasonable belief that a possible violation or suspected wrongdoing has occurred, is ongoing or is likely to occur, makes a report or provides information either internally in accordance with this Policy or externally to any regulatory, other agency or authority or to self-regulatory agencies. Individuals who believe they have been subject to retaliation for reporting a possible violation or suspected wrongdoing should immediately contact a Human Resources employee.

## 6. How internal reports will be handled

The supervisor of the reporter or the internal confidential advisor informs the reporter in written about the next steps within eight weeks after the notice of possible violation or suspected wrongdoing.

If there is no clarity about the next steps after eight weeks the supervisor of the reporter or the internal confidential advisor can extend the period to twelve weeks. After twelve weeks it is necessary to inform the reporter in written about the reason of the extended period of clarification about the next steps.

## 7. Associated Policies

Code of Business Conduct and Ethics – DB Group

Anti-Money Laundering Policy – DB Group

Anti-Fraud Policy – DB Group

Anti-Bribery and Corruption Policy – DB Group

Handling Confidential and Non-Public, Price Sensitive Information and Chinese Walls Policy – DB Group

Up-the-Ladder Reporting of Evidence of a Material Violation Policy – DB Group

Whistleblower Policy – DB Group