

Complaint Procedure

Legend

R = Representative
 DM = Divisional management
 EOO = Equal Opportunities Officer (currently Anne)
 COO = Chief Operating Officer (currently Kosta)
 CEO = Chief Executive Officer (currently Mahi)
 Management = Chief Operating Officer and Chief Executive Officer

Footnote 1

The diagram shows an example of the procedure using the example of >>both the person affected and the perpetrator are female employees<<. The following applies to other personnel constellations:

- If the Chief Operating Officer or Equal Opportunities Officer is the perpetrator, then the Chief Executive Officer may be chosen as the first point of contact.

The further procedure corresponds to the diagram.

