Procedure for complaints according to Article 8 LkSG (Act on Corporate Due Diligence Obligations in Supply Chains)

1. Scope of the procedure

This complaint procedure is applicable for the reporting of:

- Human rights risks
- Environmental risks
- Violations of human rights-related obligations through the economic activities of the company in its own business sector or of a direct supplier
- Violations of environment-related obligations through the economic activities of the company in its own business sector or of a direct supplier

2. Complaint channel

You can submit your complaints and information using the reporting form provided, by post, by in-house mail or by e-mail.

3. Procedure for handling complaints

a. Receipt of the complaint or information
Receipt is confirmed and documented to the person providing the information.

b. Review of the complaint or information
The complaint or information is reviewed and the further procedure and responsibilities are determined. In case of a rejection, the reporting person receives a statement of reasons.

c. Development of solution
If the complaint is justified, corrective measures are taken, implemented and followed up.

d. Conclusion of the proceedings
The reporting person is informed of the conclusion of the complaint procedure, provided that he or she has disclosed his or her identity.

4. Protection against discrimination or retaliation due to a complaint

Retaliation and reprisals based on complaints or information will not be tolerated by VS. Incoming reports will be treated confidentially.

Tauberbischofsheim, 31.03.2026

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