



## “SEEKING DIALOGUE AND EXPRESSING CONCERNS PUTS YOU ON THE RIGHT TRACK”

### Behaviour in case of violations

Openly addressing abuses and misconduct is not always an easy task. Often it is simpler to stay out of things, but the potential damage can become even greater as a result of this. It is therefore important that each of us calls a spade a spade when problems arise. We expect that each employee who is in doubt or has reservations regarding their own behaviour, or if there are indications of doubtful occurrences which could mean a violation of the Code of Conduct, will seek

advice and help from their respective superior or the compliance officer. Only then is there the possibility that support will be provided and (further) damages will be averted.

The company ensures that employees who provide information about occurrences in good faith will not suffer any disadvantages from this. All communications will be treated confidentially and can also be made anonymously. This also applies to notifications and hints submitted to us by third parties.



Contact details of the compliance officer

Compliance hotline: **040 3088-3777**

Bei St. Annen 1  
20457 Hamburg  
E-Mail: [compliance@hhla.de](mailto:compliance@hhla.de)  
Fax: 040 3088-3237