

## WHAT?

**SpeakUP!** is our internal reporting system.

**SpeakUP!** allows you to report possible violations of the Miba Code of Conduct, Miba guidelines or legal regulations (e.g. discrimination, bullying, harassment, fraud, corruption or antitrust law) - **anonymously**, of course.

Your partner for trust and transparency!

## HOW? WHO?

**SpeakUP!** can be used anywhere. All reports via **SpeakUP!** are treated confidentially by the SpeakUP! Team.

Do you have any questions?  
Get in touch with the SpeakUP!  
Team!



*Scan me*

If **you** have something to say!

<https://www.bkms-system.com/miba/SpeakUP>

Innovation in Motion 

# SpeakUP!

## Quickguide



## Your responsibility! Our success!

- » Compliance with laws and guidelines ensures our long-term success.
- » With **SpeakUP!** you contribute to strengthen our positive reputation.
- » You decide – anonymity protects you from consequences.

You are under no obligation to use **SpeakUP!** for reporting.

## WHY?

- » Your messages are safe with us.
- » Speak out in case of violations of any kind.
- » Our SpeakUP! Team is always by your side.
- » Use it anywhere – conveniently on your computer or mobile phone.

Alternatively, you can contact your supervisors, your Compliance Ambassador or Legal & Compliance.

## WHAT IF?

If a suspicion turns out to be unfounded, you need not be afraid of negative consequences. It can happen quickly that you misjudge or misinterpret situations.

