# Fundamentals of the Compliance Management System



Within the LPKF Group there is a Compliance Management System, which is built on the following fundamentals:

## **Responsibility within the Management Board**

The CFO is the responsible member within the Management Board for the establishment of the structural and organizational conditions.

#### **Compliance Manager**

The Compliance Manager is the responsible person for the creation, development and administration of the Compliance structure and at the same time contact person for all compliance-related issues.

## **Compliance Code**

Rules and guidelines for conduct are set out in a compliance code.

## **Compliance Guidelines**

Responsibilities, competencies and procedures of the Compliance organization are regulated by Compliance guidelines.

#### **Compliance representatives**

Compliance representatives are designated for certain functional topics.

## **Compliance Office**

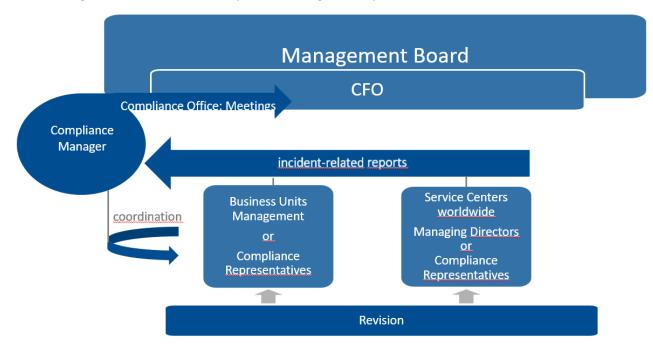
The CFO and the Compliance Manager together form the Compliance Office to which individual functional representatives may be involved.

#### **Compliance Commission**

A Compliance Commission can be consulted in the event of any questions regarding the interpretation of the Compliance Code which may make recommendations.

#### Whistle blowing system / Attorney-of-Trust

A Whistleblower system is installed, where complaints can (if desired) be made anonymously and confidentially outside the company via an attorney-of-trust.



The following chart illustrates the Compliance Management system: