

Information on the processing of personal data *
in the BKMS® whistleblowing system



Designation	Description
Identity and contact details of the controller	Phoenix Contact GmbH & Co. KG Flachmarktstr. 8 32825 Blomberg Germany Tel.: +49 5235 3-00 Fax.: +49 5235 3-41200 info@phoenixcontact.com
Contact details of the data protection officer	Phoenix Contact GmbH & Co. KG attn. Data Protection Officer Flachmarktstr. 8 32825 Blomberg Germany Fax.: +49 5235 3-40555 datenschutz@phoenixcontact.com
The purposes of the processing for which the personal data are intended	The purpose of the whistleblower system and thus of the processing of the data lies in the prevention, early detection and combating serious wrongdoings and criminal offenses at Phoenix Contact companies to the detriment of the company or to the detriment of third parties.
Legal basis for the processing	Art. 6 (1) (f) GDPR (Safeguarding legitimate interests of Phoenix Contact or the owner and managing director) in conjunction with Section 130 Act on Regulatory Offences (organizational fault and liability of owner) and Section 43 Limited Liability Company Law (organizational fault and liability of management). Section 26 (1) sentence 2 FDPA (investigation of criminal offences) (The employees' adherence to the law and their monitoring also serve an employment-contract purpose, which is the orderly and economically successful course of the value-added process. However, the behavior to be recorded or the admissible topics must have a clear relevance to work.). Furthermore, the whistleblowing system is used by the reporting person exclusively on a voluntary basis.
Categories of personal data that are processed	Reports that are not anonymous: Name, where applicable contact details of the reporting person. Report contents with any information about persons (e.g. "persons accused" or involved) as well as the situation described or the presumed legal violation.
Source (origin) of the data	From the person who created the report and, where applicable, from the report processor.

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Recipient(categories) of the data	<p>Incoming reports are received in the BKMS® System by a very small selection of expressly authorised and specially trained lawyers from an internationally active, external law firm. These authorised lawyers evaluate the matter and carry out any further investigation that may be required by the specific case.</p> <p>Upon consultation with the reporting person, the transmitted information will be forwarded to the Phoenix Contact Corporate Compliance Management by the law firm under full protection of anonymity, if so requested, and examined thoroughly in order to determine further action. If the initial suspicion intensifies, further measures will be initiated. While processing a report or conducting a special investigation, it may be necessary to share reports with additional employees of Phoenix Contact or employees of other group companies of Phoenix Contact, e.g. if the reports refer to incidents in subsidiaries of Phoenix Contact.</p> <p>In the context of criminal investigations and if the legal basis is given, it may be necessary to disclose the information concerning the case to the respective competent investigating authority (public prosecutor's office, police, etc.) in Germany or abroad.</p>
Transfer of data to a third country or an international organization and the associated safeguards to protect the data	<p>While processing a report it may be necessary to share reports with other group companies of Phoenix Contact. The latter may be based in countries outside the European Union or the European Economic Area with different regulations about the protection of personal data.</p> <p>To protect the data within the Phoenix Contact group companies, there is an international Phoenix Contact data protection framework agreement based on the EU standard contractual clauses joined by all relevant Phoenix Contact companies worldwide.</p> <p>In the event that data are disclosed to investigating authorities or lawyers as part of criminal investigations, these recipients as a rule are subject to statutory or professional confidentiality obligations. These may differ from European confidentiality obligations, but Phoenix Contact has no influence in this matter.</p>
Storage duration of the data	<p>Personal data from reports are retained for as long as necessary for the processing, clarification and concluding evaluation of the reports.</p> <p>After the report processing is concluded, the personal data normally are deleted after a period of 3 months at the latest, subject to longer, case-specific retention periods to comply with legal requirements or to protect and enforce our rights.</p>

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Rights of the data subjects <ul style="list-style-type: none"> • to access • to rectification, erasure or restriction of processing • to object to the processing • to data portability 	If the respective legal requirements are met, you are entitled to the following rights: Right to have access to your data that we store; rectification, erasure, restriction of processing your data or the right to object to the processing, as well as data portability.
Right to lodge a complaint	If you are of the opinion that the processing of your personal data is unlawful, you have the right to lodge a complaint with a competent data protection supervisory authority.
Legal or contractual necessity to provide the data, as well as any consequences of failure to provide the data	<p>Depending on the legislation of the country under which the respective reporting person or the report falls, it is obligatory to disclose the name of the whistleblower or the whistleblower may, if so requested or required by law, remain anonymous.</p> <p>Data which would allow direct conclusions regarding the identity of the reporting person will only be disclosed to Phoenix Contact with the consent of the reporting person. Anonymity is only given up – subject to other legal provisions – voluntarily and is documented by the reporting person himself by disclosing the name.</p>
Automated decision-making / Profiling	There will be no automated decision-making or profiling based on your collected data.

Updated: March 2020