Compliance at SMA

Policy
Compliance
Responsibility
Integrity
Transparency

Behavior
Trust
A
W

Compliance & Governance
What is the Compliance Management System?

The focus of Compliance is **prevention**: proper conduct prevents damage

Our goal: employees can **independently** apply the rules to their work

To this end, the Compliance team:

- Develops **guidelines and tools**.
- **Trains** employees.
- **Answers questions and gives advice**.
- **Receives reports** about violations.
Getting support – the Compliance Helpline

The **SMA Compliance Helpline** is available worldwide (per telephone or email) and provides open and direct answers to employees and external business partners to questions they have concerning:

- the SMA Code of Conduct (“Business Principles”) or
- other Compliance-related topics.

Compliance Helpline:

- **Compliance@sma.de**
- +49 561 9522 424242
The SMA Speak-Up Line is a telephone and web-based whistleblower system hosted by an external service provider offering employees and external parties a secure – even anonymous – channel to communicate with the Compliance team. The line is open 24/7 and is available in several languages.

The SMA Speak-Up Line may be used (even anonymously):

- to report concerns about the legality of certain business transactions or conduct
- by people who do not wish to speak openly to SMA management or the Compliance team.

Please visit the Group Compliance page at www.SMA.de for Speak-Up Line contact details.