

OUR WHISTLEBLOWING SERVICE

OUR ETHICAL COMMITMENT

Business Ethics is a common approach, based on shared values, between all KIABERS and stakeholders of the KIABI Group, which is expressed through behaviour and actions that call upon each of us to use common sense, discernment, exemplary behaviour and responsibility.

It is up to us individually and collectively to respect and promote it.

Our ethics, as set out in the anti-corruption code of conduct, our internal regulations, and our commitments in terms of social and environmental responsibility, are based on key principles:

- Guarantee ethics and compliance with laws and regulations,
- Developing sustainable fashion
- Committed to Mankind

THE USE OF THE WHISTLEBLOWING SERVICE

The whistleblowing platform is accessible to all employees and stakeholders of the KIABI Group who, in good faith and in a disinterested manner, wish to report facts which appear to him or her to be:

- The existence of conduct or situations contrary to the KIABI group's code of conduct and likely to characterise acts of corruption or influence peddling.
- The existence or realization of risks of serious harm to:
 - Human rights and fundamental freedoms,
 - Human health and safety, including harassment, discrimination, and gender-based conduct
 - The environment,
- A serious and manifest violation of the law or regulation.
- A crime or misdemeanour.
- A serious and manifest violation of an international commitment regularly ratified or approved by France.
- A serious and manifest violation of a unilateral act of an international organisation taken based on an international commitment duly ratified or approved by France
- A threat or serious prejudice to the general interest of which the whistle blower has personal knowledge.

These incriminated facts may result from the activities of KIABI directly or indirectly, as well as from the activities of subcontractors or suppliers with whom an established commercial relationship is maintained, when these activities are related to this relationship.

It is a tool that participates in the deployment of the Business Ethics compliance plan at KIABI. The use of the professional alert platform is optional.

It is an additional alert channel that does not replace other internal alert channels, in particular the chain of command or staff representative bodies and the listening unit dedicated to the quality of life at work if they exist in your organisation or country.

THE CONDITIONS OF USE OF THIS DEVICE

Kiabi reminds the authors of alerts that the information communicated within the framework of an alert system must remain factual and have a direct link with the subject of the alert.

Misuse of the device may expose the perpetrator to disciplinary sanctions and legal proceedings. Conversely, the use of the device in good faith, even if the facts subsequently prove to be inaccurate

or do not give rise to any action, does not expose the perpetrator to any disciplinary sanction.

This alert system is only one means of notification among others (as can be the hierarchical channel). The system is optional and failure to use it does not entail any consequences for employees.

ACKNOWLEDGEMENT OF RECEIPT OF THE ALERT

When an alert is issued, an acknowledgement of receipt shall be provided to the whistle blower to enable the latter to benefit, where appropriate, from a specific protection regime. This acknowledgement of receipt is time-stamped. It summarises all the information and, where appropriate, any attachments communicated as part of the alert.

An acknowledgement of receipt that the alert has been taken into account will be sent within 7 calendar days.

PROTECTION OF PERSONAL DATA

PROTECTION OF THE WHISTLEBLOWER

KIABI has taken all necessary measures to protect the identity of the author of the alert as well as the persons targeted by the alert.

The processing of professional alerts is carried out by the subcontractor WhistleB, whose alert collection platform meets the security and confidentiality requirements for such processing. Investigations and reports resulting from an alert will also be treated in complete confidentiality.

HOW TO SUBMIT AN MESSAGE?

- Present a clear chronology;
- Limit yourself to the facts that are strictly necessary to understand the situation (avoiding generalisations, exaggerations or unsubstantiated accusations);
- Attach as much evidence as possible (written documents, e-mails, documents, etc.).

Once the report form has been sent, you will receive a username and password which will be displayed on the screen. Save them securely. This guarantees the confidentiality of exchanges on the platform.

You will have an answer within 7 calendar days, and we will probably have to ask you additional questions.

Create message »

Follow up

Thank you for your contribution.