Compliance Management at KIT

**Culture**
- Values, guidelines
  - KIT 2025 Umbrella Strategy
  - Mission statement of KIT
  - Guidelines for ethical principles of KIT
  - Code of Conduct

**Goals**
- Rule conformity
- Protection of KIT
- Protection of employees
- Risk minimization
- Process optimization
- Transparency

**Organization**
- Compliance staff unit (COMP)
- Commissioners and ombudspersons
- Specialist organizational units
- Compliance Working Group
- Task-Force
- Crisis management
- Internal Auditing

**Prevention**
- Internal regulations
- Risk analysis
  - Inquiries on corruption risks
  - Inquiries on compliance and other risks
- Development of general preventive measures
- Training courses
- Discussion of compliance-related constellations in the Compliance Working Group

**Action**
- Advice and replies to inquiries regarding concrete rule-compliant behavior
- Recommendations
- Examination of non-compliance and corruption cases
- Reporting system
- Implementation checks
- Case management

**Communication**
- From/On the part of KIT:
  - Personal discussions
  - Circulars
  - Intranet / Internet
  - e-portal „Information A-Z“
  - Crisis Communication
- From/On the part of Whistleblower:
  - Various direct contact channels
  - Lawyer of confidence
  - Anonymous whistleblower e-portal