



## Internal fraud cases and sanctions taken

In 2020, 178 internal fraud cases were found, concerning amongst others things as theft of goods and illegal orders or subscriptions. We imposed sanctions in 63 cases and action was taken in all other cases to repair the shortcomings in procedures and systems in order to prevent similar issues in the future. The table below gives an overview of type of sanctions that were taken in 2020:

2020				
Type of misconduct	Type of sanction			
	Formal warning	Suspension	Demotion	Dismissal
Workplace conduct	0	0	0	3
Use of information	10	1	0	4
Ancillary activities	1	0	0	1
Misappropriation of company assets and funds	1	0	0	8
Use of company resources, funds, systems	13	2	1	18