



**WHISTLEBLOWING**



**TECNinox S.r.l.** fosters a transparent corporate culture, marked by ethics, fairness and integrity, as well as in compliance with laws and regulations.

The Company therefore encourages its legal representatives, directors, managers and employees, as well as all other individuals who come into contact with the Company, to report any violations of which they become aware within the work context, taking advantage of the identified internal reporting channel.

The Whistleblowing portal is a tool that can be used by such users to enable the reporting of potential problems and violations of Company policies and standards in a confidential manner through the independent platform <https://whistleblowing.tecninox.it/#/>.

Reports are received by the Appointed Person, who is bound to strict confidentiality regarding the identity of the reporter, and is obliged to investigate the information received, verifying its veracity and proceeding with any measures deemed appropriate and necessary.

In particular, in implementation of Legislative Decree 24/2023, the portal allows reporting of various crimes or offenses, including:

- forgeries related to accounting, financial statements and financial reports
- corruption
- violation of privacy and personal data protection
- violation of human rights
- harassment
- alcohol or substance abuse
- issues related to product quality and safety
- violation of environmental laws
- fraud and embezzlement
- violation of occupational safety

On the other hand, the platform cannot be used for reports related to the personal professional sphere (grievances or claims about one's work situation), with the exception of discrimination or harassment. We would like to remind you that superiors, the HR manager, and management are available to accommodate requests or complaints related to such circumstances.

Anyone who makes a report will be able to receive feedback on the matter through the same portal by entering the receipt number that will be given to them when the report is sent.

The entire procedure in detail is available on the Company's bulletin board and by request forwarded via email to [info@tecninox.it](mailto:info@tecninox.it).



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