

**INFORMATION PURSUANT TO ARTICLES 13 AND 14 OF  
REGULATION (EU) 2016/679 ('GDPR')**

*for the processing of the personal data of whistleblowers, reported persons and any other third parties involved ('data subjects'), collected or acquired as a result of the submission and management of the reports referred to in Legislative Decree 24/2023 (enacted to implement Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019).*

FRAMON SPA

## **PRIVACY POLICY**

pursuant to Articles 13 and 14 of European Regulation No. 679/2016 (hereinafter, also 'GDPR') and Legislative Decree. no. 196/2003 of the Personal Data Protection Code (hereinafter also referred to as the 'Privacy Code') and pursuant to Article 13 of Legislative Decree 24/2023.

### **FOREWORD.**

Framon S.p.A. (hereinafter also the 'Company') provides the following information on the processing of the personal data of whistleblowers, reported persons and any other third parties involved (all 'Interested in the processing' in accordance with the applicable privacy legislation, hereinafter also referred to as 'Data Subjects'), carried out "by "it "in "connection "with "the management "of "reports "governed "by the Whistleblowing Procedure", as approved by the Board of Directors of the Company on 15 December 2023.

### **THE DATA CONTROLLER.**

The data controller is FRAMON SPA with registered office in Lumezzane (Bs) Via Francesco Lana no. 31 (BS), PEC (certified e-mail address)framon@pec.framon.it. The Data Protection Officer can be reached at the following e-mail address [privacy@framon.it](mailto:privacy@framon.it)

### **PLACE OF DATA PROCESSING.**

The related processing takes place in Italy and there is no transfer or dissemination abroad or in non-EU countries. No data are disclosed or disseminated, except for the purposes of statistic surveys and in any case in an anonymous and/or aggregate manner.

### **DATA SOURCE AND CATEGORIES OF DATA COLLECTED FROM THIRD PARTIES.**

The Data Controller collects data through reports. The data of Data Subjects may be provided by the same data subject, or by third parties (this is the case, for instance, with the data of the reported person, which are provided by the whistleblower and the data acquired during the course of the investigation). Whistleblowers

may be employees and/or associates, directors, consultants and in general all stakeholders of the Data Controller. Reports may be named or anonymous. In order to safeguard the investigative purposes, the data subject, who is the subject of a report, may not immediately be made aware of the processing of his/her data by the Data Controller, as long as there is a risk of compromising the possibility of effectively verifying the merits of the complaint or gathering the necessary evidence. This postponement will be assessed on a case-by-case basis by the persons in charge of the investigation activities, in accordance with the Data Controller, taking due account of the interest in the protection of evidence, avoiding its destruction or alteration by the reported person, and the broader interests at stake.

## **PURPOSE OF DATA PROCESSING.**

The personal data of Data Subjects (hereinafter also referred to as 'Personal Data') are used for the sole purpose of managing the report received, in compliance with the regulations dictated by Legislative Decree 24/2023.

The Personal data will therefore only be processed if:

- the processing is necessary to carry out the verification and investigation activities relating to the report, to report alleged misconduct and/or irregularities and to take the necessary measures;
- the processing is needed to comply with legal obligations or requirements of Supervisory Authorities as well as for the obligations dictated by Legislative Decree 231/2001 and by Legislative Decree 24/2023;
- the processing is necessary to protect the interests or fundamental rights of the Data Subjects or those of other people;
- the processing is necessary for the pursuit of the legitimate interest of the Company or of third parties, provided that the interests or fundamental rights and freedoms of the data subject do not prevail.

## **DATA PROCESSED.**

The Personal data processed are exclusively:

- personal information, where indicated, such as: name, surname, gender, date and place of birth, nationality, tax code, postal and/or e-mail addresses, fixed or mobile telephone number of the data subjects;
- the employment position of the data subjects;
- any other information indicated in the report or acquired during the course of the investigation activity, needed for its management.

## **LEGAL BASIS FOR PROCESSING.**

The Company processes Personal Data only where required or justified by law for the specific purposes indicated in the preamble.

The legal basis for the processing is represented by the obligations laid down in Legislative Decree 231/2001, by Legislative Decree 24/2023 and by any applicable laws and regulations. The personal data of Data Subjects are processed for purposes related to the application of the above-mentioned 'Whistleblowing Procedure'.

## **DATA PROTECTION.**

The Data Controller has taken appropriate technical and organisational measures to provide an adequate level of security and confidentiality to Personal Data, in order to protect them from accidental or unlawful destruction or alteration, accidental loss, unauthorised disclosure or access and other forms of unlawful processing.

## **RETENTION TIMES.**

The Data Controller undertakes to retain Personal Data only for the time strictly necessary to achieve the purpose for which they were collected or to fulfil legal or regulatory requirements. At the end of the period and in any event within 5 years of collection, such Data will be removed from the systems in which they are stored.

## **PERSONS WITH WHOM WE SHARE THE DATA COLLECTED**

The following persons may have access to Personal Data: the Administrative and Human Resources Manager, as the person responsible for the prevention of corruption and transparency and the Chairperson of the Board of Statutory Auditors as Reserve Manager, as well as persons (within or outside the company) who may be appointed by the latter for specific audits, as part of the performance of investigative activities. In exceptional cases, namely (i) when the report has given rise to disciplinary proceedings based solely on the whistleblower's complaint and ii) in internal and external reporting procedures, where disclosure of the whistleblower's identity is also indispensable for the purposes of protecting the person involved, the identity of the whistleblower may be disclosed, but only where prior consent has been received from the latter.

As the report is submitted via the TeamSystem Whistleblowing software, the provider of the aforementioned application, i.e. the company Team System Spa, appointed as external data processor for this purpose pursuant to Article 28 of the GDPR, may have access to the Personal Data.

The sharing of Personal Data will, in any case, be limited to what is strictly necessary to enable the Company to fulfil its obligations under the above legislation.

## **METHOD OF PROCESSING**

The personal data are processed both by computerised and manual tools and for the purposes indicated above.

## **RIGHTS OF THE DATA SUBJECTS**

The rights attached to the personal data that the Data Controller processes are:

➤ **RIGHT TO RECTIFICATION.** The data subject may obtain the rectification of personal data concerning him/her or communicated by him/her. The Data Controller makes reasonable efforts to ensure that the Personal Data in its possession are accurate, complete, up-to-date and relevant, based on the latest information available;

➤ **RIGHT TO LIMITATION.** The data subject may obtain a restriction on the processing of his or her personal data if:

- he/she disputes the accuracy of his/her personal data;

- the processing is unlawful;

- there is no longer any need for the Data Controller to store personal data, but the Data Subject needs the data in order to establish, exercise or defend his/her rights in court, or

- the Data Subject objects to the processing of his or her personal data and the Data Controller must verify whether the

legitimate interest of the company prevails over the requests made by the data subject, for the time necessary to ensure the execution of said balancing act.

➤ **RIGHT OF ACCESS.** The data subject may request information on the stored personal data concerning him/her, including information on which categories of personal data the Data Controller owns or controls, for what purpose they were used, where they were collected (if not directly from him) and to whom they were communicated, if applicable;

➤ **RIGHT TO PORTABILITY.** Following the data subject's request, the Data Controller shall transfer his/her

personal data to another data controller, if technically possible, provided that the

processing is based on his/her consent or is necessary for the performance of a contract;

➤ **RIGHT TO CANCELLATION.** The data subject may obtain the deletion of his/her personal data if:

- the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise

processed;

- he/she has the right to object to further processing of his/her personal data;

- the personal data have been unlawfully processed; unless the processing is necessary by virtue of legal or statutory obligations or in order to establish, exercise or defend a right in court;

➤ **RIGHT TO OBJECT.** The data subject may object to the processing of his/her personal data at any time, provided that the processing is not based on his/her consent but on the legitimate interests of the Data Controller or of third parties. In such cases, the data subject's personal data will no longer be processed unless compelling legitimate reasons can be demonstrated, an overriding interest in the processing or the establishment, exercise or defence of a right in court. Should the Data Subject object to the processing, he/she will be required to specify whether he/she wishes to delete his/her personal data or limit their processing;

➤ **RIGHT TO LODGE A COMPLAINT.** In the event of an alleged violation of the privacy law in force, the data subject may lodge a complaint with the competent authorities of his or her country or the place where the alleged infringement took place. The exercise of the aforementioned rights is subject to certain exceptions aimed at safeguarding the public interest (e.g. prevention or identification of crimes) and the interests of the company (e.g. maintaining professional secrecy). In the event that the data subject exercises any of the aforementioned rights, the Data Controller shall be responsible for verifying that he/she is entitled to exercise them, by notifying him/her, generally within one month.

Anyone with doubts concerning compliance with the privacy policy adopted by FRAMON SPA, its application, the accuracy of his/her personal data or the use of the information collected can contact the company by e-mail at: [privacy@framon.it](mailto:privacy@framon.it). However, if he/she wishes, the Data Subject may forward their complaints or reports, pursuant to Article 77 of the GDPR, to the data protection authority, using the relevant contact details:

Garante per la protezione dei dati personali (Italian Data Protection Authority) - Piazza di Monte Citorio no. 121 - 00186 ROME - Fax: (+39)

06.69677.3785 - Telephone: "(+39) 06.696771" - E-mail: [garante@gpdp.it](mailto:garante@gpdp.it) - Certified mail: [protocollo@pec.gpdp.it](mailto:protocollo@pec.gpdp.it).

## **AMENDMENTS TO THIS POLICY**

Any future changes or additions to the processing of personal data as described in this disclosure, will be notified in advance through the usual communication channels used by the Data Controller (employee portal and website).

Lumezzane, 15 December 2023.

The Data Controller

FRAMON S.p.A.