

POLICY for the reporting of illicit behaviours and violations *ex* D.Lgs. 24/2023 ("WHISTLEBLOWING")

According to the new legislation of the Italian government named "D.Lgs. n. 24" proclaimed on the 10th of March 2023, which follows the Directive (UE) 2019/1937 of the 23rd of October 2019 ("Whistleblowing"), the company **TOMET MECHANICS S.R.L.** (here referred to as "The Company") encourages its own employees and collaborators - and, more in general, all those who are constantly present in the company's structure under whatsoever title - **to report in good faith** any omissive, commissive or elusive behaviour enacted within the company or in relation to it which could violate the EU's legislation, the company's regulations or any national dispositions, and that could damage the public interest or the integrity of the company.

The below-mentioned behaviours refer to:

- administrative, accounting, civil or penal offences;
- crimes mentioned in the Italian law "D.Lgs. 231/200"
- offences that involve services/products and financial markets, money laundering, public health, consumers and personal data protection, financial interest and internal EU market.
- other offences that could cause a violation of the principles, values and/or legislations promoted by The Company as they are included in its Code of Ethics.

At the same time the Company declares its commitment to ensure the maximum protection of those who will report the violation ("Reporter" or "Whistleblower").

In particular, in the name of mutual trust and collaboration, the Company guarantees complete transparency and confidentiality in managing those data. It will also pay appropriate attention in order to ensure the privacy of the Reporter and the prevention against direct or indirect retaliation.

Together with this document, the internal procedure containing the description in detail of the relevant offences, the management of the reports, the rights and the safeguards of the Reporters and the treatment of personal data according to the most recent Privacy laws is available for consulting in the Company's bulletin board.

There are three channels available for reporting:



Send a PEC to
filippo.biolo@ordineavvocativicenza.it



Call
[+39 0444 041981](tel:+390444041981)



Send an e-mail to
segnalazioni@biolofusco.it

In order to guarantee more independence and fairness, the Company has entrusted to an external monocratic organisation the role of RESPONSIBLE FOR THE MANAGEMENT OF INTERNAL REPORTS: specifically, the **lawyer Filippo Biolo located in Vicenza**, who has been appointed in order to manage the reports independently.

This way, The Company sets a target for encouraging its employees, and all those who are connected to it, to safely report possible offences, promoting an ethical behaviour and a business culture based on transparency, clarity and integrity.

With the same perspective we recall to the people involved that **personal claims and complaints will not be considered.**

Castelgomberto, 26.07.2024

CEO - ARMANDO CONCATO

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