



POZZI ARTURO S.p.A.

Tessitura Jacquard

Via Parini, 3/5

23890 Barzago (LC)

Whistleblowing information

Information notice pursuant to Article 13 of the REGULATION (EU) 2016/679 (GDPR)

DATA CONTROLLER

Pozzi Arturo SpA - Tessitura Jacquard, with legal headquarter in Via Parini, 3/5 – 23890 Barzago (LC), in person of its legal representative. The data controller contacts are: tel. (+39) **031 86231**, mail: **privacy@pozziarturo.it**.

Pursuant to Reg. UE 2016/679 (General Data Protection Regulation) we provide you the due information concerning processing of collected personal data in accordance to art. 13 of the abovementioned Regulation.

LEGAL BASIS OF THE PROCESSING

Personal data are processed by Pozzi Arturo S.p.A. for the purpose of managing reports made through the internal reporting channel provided for by D.Lgs. n. 24/2023, on "Implementation of Directive (EU) 2019/1937" (hereinafter, for the sake of brevity, the "Decree").

PERSONAL DATA AND PURPOSES OF PROCESSING

The data provided by the whistleblower in order to represent the alleged unlawful conduct of which he has become aware due to his service relationship with the data controller committed by the subjects who interact with the same in various capacities, are processed in order to carry out the necessary investigative activities to verify the validity of the fact reported and the adoption of the consequent measures. The management and preliminary verification of the validity of the fact represented in the report are entrusted to the office in charge, which provides for it in compliance with the principles of impartiality and confidentiality, carrying out any activity deemed appropriate, including the personal hearing of the whistleblower and any other subjects who may report on the facts reported. If, at the end of the verification, elements are found that the reported fact is not manifestly unfounded, the Data Processor will transmit the result of the investigation for in-depth investigation or for the adoption of the appropriate measures:

- a) to the head of the Human Resources Department, as well as to the Head of the organizational unit to which the offender belongs, so that disciplinary action can be carried out, where the conditions are met;
- b) to the competent bodies and structures so that they can adopt any further measures and/or actions deemed necessary, also to protect the Data Controller;
- c) where appropriate, to the Judicial Authority, the Court of Auditors and ANAC. In such cases, in the context of criminal proceedings, the identity of the whistleblower is covered by secrecy in the manner and within the limits provided for in Article 329 of the Code of Criminal Procedure; in the context of proceedings before the Court of Auditors, the identity of the whistleblower cannot be revealed until the investigation phase has been closed; In the context of disciplinary proceedings, the identity of the whistleblower cannot be revealed, if the objection to the disciplinary charge is based on separate and additional investigations with respect to the report, even if consequent to the same. If the complaint is based, in whole or in part, on the report and knowledge of the identity of the whistleblower is indispensable for the defense of the accused, the report will be used for the purposes of disciplinary proceedings only if the whistleblower consents to the disclosure of his or her identity

If the office in charge has to make use of staff for the purpose of managing reporting practices, such staff for this activity is specifically authorized to process personal data (Articles 4, par. 10, 29, 32, par. 4 of the Regulation and art. 2-quaterdecies of the Privacy Code) and, consequently, the aforementioned staff must comply with the instructions given, as well as more specific ones, related to the particular processing, possibly provided from time to time by the office in charge. This is without prejudice, in any case, to the fulfilment, by the office in charge and/or by the persons who, for service reasons, must know the identity of the whistleblower, of the legal obligations to which the whistleblower's right to anonymity cannot be enforced. In such a way as to guarantee the confidentiality of the identity of the whistleblower, the office in charge shall report on the number of reports received and their progress within the annual report referred to in art. 1, paragraph 14, of Law no. 190/2012. As required by art. 14, D.Lgs. n. 24/2023, personal data are processed and stored for the time necessary to process the report and in any case no longer than five years from the date of communication of the outcome of the reporting procedure.

RECIPIENTS

For the pursuit of the purposes, the personal data provided are made accessible only to those who, within the Company, are competent to receive or follow up on the analysis, investigation and management of reports and any consequent actions. These subjects are appropriately instructed to avoid the loss, access to data by unauthorized parties or unauthorized processing of the data and, more generally, in relation to the obligations regarding the protection of personal data. The data



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may also be processed by external Consultants and Third Parties with technical functions (e.g., the provider of the IT platform), who act as Data Processors/Sub-Processors and have signed a specific contract that precisely regulates the processing entrusted to them and the obligations regarding data protection and processing security pursuant to art. 28, paragraph 3 of the Regulation.

Finally, personal data may also be transmitted to other independent data controllers, based on laws or regulations (e.g. Public Authorities, Judicial Authorities, etc.).

The identity of the reporting person and any other information from which such identity can be inferred, directly or indirectly, may be revealed to persons other than those competent to receive or follow up on reports only with the express consent of the reporting person in accordance with the provisions of Legislative Decree no. 24/2023.

DATA SUBJECTS' RIGHTS

Data subjects have the right to obtain from the Data Controller, in the cases provided, access to their personal data and the correction or cancellation of the same or the limitation of the processing that concerns them or to object to the processing (Articles 15 et seq. of the Regulation).

Pursuant to Article 2-undecies of Legislative Decree No. 196/2003 and subsequent amendments (hereinafter referred to as the "New Privacy Code") and in implementation of Article 23 of the Regulation, we inform you that the aforementioned rights cannot be exercised by the persons involved in the report, if the exercise of these rights may result in an actual and concrete prejudice to the confidentiality of the identity of the reporting person.

In particular, the exercise of these rights:

- it will be carried out in accordance with the provisions of the law or regulations governing the sector (Legislative Decree 24/2023);
- may be delayed, limited or excluded by reasoned and undelayed notification to the data subject, unless the communication would jeopardise the purpose of the restriction, for the time and to the extent that this constitutes a necessary and proportionate measure, taking into account the fundamental rights and legitimate interests of the data subject, in order to safeguard the confidentiality of the identity of the reporting person;
- in such cases, the rights of the data subject may also be exercised through the Data Protection Authority in the manner set out in Article 160 of the New Privacy Code, in which case the Data Subject shall inform the data subject that it has carried out all the necessary checks or has carried out a review, as well as the right of the data subject to seek judicial appeal.

At any time, the interested party may request to exercise his/her rights to Pozzi Arturo S.p.A., which can be contacted at the email address privacy@pozzarturo.it.

Without prejudice to any other administrative or judicial remedy, in case you consider your data-processing in contrast with **Reg. UE 2016/679**, pursuant to **article 15 lett. f)** you have the right to lodge a complaint with a supervisory authority (www.garanteprivacy.it).

Update date: 31/05/2024

Data Controller

Pozzi Arturo S.p.A. – Jacquard weaving
