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# THE DANIELI GROUP'S WHISTLEBLOWING POLICY FAQ

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## HOW TO REPORT?

- Website – through the IT platform *Ethics and Integrity Line* > [ethics.danieli.com](https://ethics.danieli.com);
- by mail, marked as confidential and addressed to: *Whistleblowing Committee – To the Attention of the Chairman of the Whistleblowing Committee, c/o Danieli & C. Officine Meccaniche S.p.A. - Legal Department, Via Nazionale, 41 – 33042 Buttrio (UD), Italy*;
- by requesting a face-to-face meeting, with one or more members of the *Whistleblowing Committee*.

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## WHO CAN SUBMIT A REPORT?

Employees or former employees of the Danieli Group, members of corporate bodies as well as third parties such as customers, suppliers, consultants, business partners, shareholders, etc.

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## WHAT CAN BE REPORTED?

Reports may concern any conduct that is contrary or even potentially contrary to the rules of law or to the Danieli Group's Code of Ethics, internal policies, procedures, and regulations (e.g., conflict of interest situations, corruption, fraud, theft of property or any other inappropriate behaviors).

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## IS IT POSSIBLE TO SUBMIT ANONYMOUS REPORTS?

Yes, Whistleblower can choose to submit a report anonymously. In addition, IP tracking has been disabled so Danieli cannot technically trace the identity of the reporter who has chosen to remain anonymous.

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## WHAT ARE THE SAFEGUARDS FOR WHISTLEBLOWERS?

The Danieli Group ensures the confidentiality of the Whistleblower's personal data and of the information contained in the Report. Moreover, the Danieli Group ensures protection from any act of retaliation, discrimination, or criminalization against the Whistleblower.

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## WHO EXAMINES THE REPORTS?

Reports are transmitted to the members of the Whistleblowing Committee. To check the reported information, the Committee may request the support of the Group Internal Audit department.

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## IS IT POSSIBLE TO COMMUNICATE WITH THE WHISTLEBLOWING COMMITTEE AFTER SUBMITTING A REPORT?

Yes, it is, through the communication channel set up for that purpose. Please make sure you keep the access code provided to you at the time of submission and the password you chose.

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## WHAT ARE THE CONSEQUENCES IF THE REPORTED BEHAVIOR TURNS OUT TO BE UNLAWFUL?

If the misconduct is committed by a Danieli Group employee, proportionate measures and sanctions shall be taken against the latter, in accordance with the provisions of the employment contract or other applicable regulations (e.g. 231 Model, if any).