



FAITAL S.p.A.

Via Bruno Buozzi, 12

20097 San Donato Milanese (Milan) – Italy

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www.faital.com

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WHISTLEBLOWING PRIVACY POLICY

In accordance with Articles 12, 13, and 14 of Regulation (EU) 2016/679 (General Data Protection Regulation, hereinafter 'GDPR'), regarding the protection of personal data, we inform you that the personal data provided as a Reporting Person (hereinafter 'Data Subject') through FAITAL's whistleblowing portal or otherwise provided in the case of reporting (Whistleblowing) a violation under Legislative Decree 24/2023, will be processed in compliance with the aforementioned regulations and in accordance with the principles of fairness, lawfulness, and transparency by personnel authorized by FAITAL S.p.A. under Article 29 of the GDPR and Article 2-quaterdecies of the Personal Data Protection Code (Legislative Decree 196/2003).

Data will be:

- Processed lawfully and fairly;
- Processed for specific, explicit, and legitimate purposes;
- Accurate and up-to-date;
- Relevant and complete;
- Retained only for the period necessary to achieve the purposes described above.

The processing is exclusively aimed at managing the report and fulfilling legal obligations under the current whistleblowing legislation. The provided data will be processed solely for the investigation of the report under Legislative Decree 24 of March 10, 2023.

Furthermore, within the context of reports, data falling into the so-called 'special categories of personal data' under Article 9 of the GDPR (such as data revealing racial or ethnic origin, religious or philosophical beliefs, political opinions, membership in parties, trade unions, associations, or organizations of a religious, philosophical, political, or trade union nature, as well as personal data revealing health status and sexual life) and the so-called 'judicial data' under Article 10 of the GDPR (such as data related to criminal convictions and offenses) may be provided. In general, the reporting party is encouraged not to provide such categories of data about themselves or third parties unless strictly necessary for the purposes of Whistleblowing reporting."



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1. Data controller and contact information

FAITAL S.p.A. (hereinafter referred to as the "Controller") acts as the data controller and processor for the management of the whistleblowing system.

FAITAL S.p.A.

Registered and operational headquarters

Address: Via Bruno Buozzi n. 12
20097, San Donato Milanese (MI) – Italia

Phone: **+39 02 5277031**

E-mail: **privacy@faital.com**

2. Categories of data subject to processing and data Subjects

The categories of "personal data" (as per Article 4.1 of the GDPR) processed by the Controller may include, but are not limited to, the following, by way of example:

- Personal and identifying information (such as name, date of birth, place of birth, nationality, tax code, VAT number, occupation/profession, etc.);
- Any contact details (such as address, email address, phone number, etc.);
- Information obtained as a result of the report, including but not limited to, information on the work and/or professional activity carried out, work or professional relationships, even indirect, with the reported individual or involved parties, circumstances, and reasons for which the Data Subject became aware of suspected violations of legal obligations;
- Any special data concerning the report of certain types of misconduct or violations, if the Data Subject suffers such misconduct or is a victim in this regard (for example: health data in the case of reporting crimes and other offenses related to workplace accidents, if the individual is the victim of the accident);
- With regard to the "facilitator," the processing will exclusively concern identifying, personal, and contact data, as well as data related to relationships with the reporter, regarding employment relationships, and those concerning the assistance provided to the reporter.

The data subjects who must be guaranteed the protection of their privacy, both concerning their identity and the content of communications, are the reporting individual, the reported individual, the facilitator, the individuals involved, and the individuals mentioned in the report.

The provision of personal data is optional. However, failure to provide it could affect the investigation of the report: anonymous reports will be considered only if adequately detailed and provided with precision, allowing specific facts and situations related to specific contexts to emerge.





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3. Lawfulness and purpose of processing

The processing of personal data takes place in accordance with the provisions of the General Data Protection Regulation (GDPR) and any other applicable data protection regulations.

Purposes aimed at fulfilling a legal obligation (*ex art. 6, paragraph 1 (c) of the GDPR*)

Fulfillment of obligations provided for by laws, regulations, and EU legislation, with particular reference to those provided for by Legislative Decree no. 24 of 2023 and more generally, concerning the protection of individuals who report violations of Union law and national legislative provisions (so-called "Whistleblowing" legislation).

Specifically, the purposes of the processing are:

- To receive, analyze, and manage, through dedicated communication channels, reports – even made anonymously – concerning alleged irregularities and/or unlawful conduct (so-called whistleblowing reports) committed by individuals who, in various capacities, interact with the Controller and of which the reporter has become aware;
- To carry out all further activities related to the management of the report and resulting from the need to fully manage them (e.g., conducting interviews, collecting elements useful for the investigation of the case examined, etc.) by competent subjects designated as authorized to process;
- Respond to any requests from competent authorities and entities, etc.

The retention period of personal data, regarding the purposes described in this section, is for the time necessary for the processing of the report and in any case not exceeding 5 years from the date of communication of the final outcome of the reporting procedure.

These times may be extended in the event of litigation, investigations by public or judicial authorities, as well as any special legal provisions;

4. Recipients or recipients' categories of personal data (*ex art. 13 paragraph 1 (e) of the GDPR*) *

Within the aforementioned purposes, the Controller may communicate your data to:

- Internal offices and functions specifically tasked with managing the report, as well as, with regard to the Reporter, offices potentially involved in taking appropriate disciplinary measures against the reported individual, subject to the Reporter's explicit and free consent;
- Any external entities entrusted with the management of the reporting channel;
- Companies and professional operators providing IT services, including software and cloud management;
- Regarding the Reporter, any law firms if the follow-up to the report involves initiating legal proceedings, where it is necessary to disclose the identity of the Reporter;
- Regarding the Reporter, involved individuals, in the context of disciplinary or reporting proceedings, where it is essential, respectively, for the defense of the accused or the involved individual, subject to the latter's explicit and free consent;
- Judicial authorities and/or Public Supervisory Authorities;
- Other public administrations and public authorities.

* Further information on recipients (*ex art. 4.9 of the GDPR*) is available from the Controller at the contact details provided above.





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5. Recipients or recipients' categories of personal data (ex art. 13, paragraph 1/f of the GDPR) and transfer of data to non-EU countries

The Controller informs you that they do not intend to transfer your data to countries outside the EU and the EEA for the purposes mentioned above.

The personal data provided will be processed by the company's Whistleblowing Committee, acting as the authorized data processor by the Controller, in order to follow up on and respond to the received reports, in compliance with Legislative Decree 24/2023.

In the event that the company assigns a third party to manage the reporting channel, the aforementioned personal data will be processed by that third party as the Data Processor designated by the Controller under Article 28 of the GDPR. Such data will be processed exclusively by personnel expressly authorized and in accordance with the provisions of Legislative Decree 24/2023.

Personal data will not be subject to disclosure but may be transmitted to the Judicial Authority.

If, however, the scenario arises where personal data is communicated to parties other than those expressly authorized by the Controller, the reporting party must provide specific consent for the report under Articles 6(1)(a) and 7 of the GDPR through the designated platform

6. Rights of the data Subject (ex. art. 13 paragrafo 2/b del GDPR)

The data subject can assert the following rights:

- right of access by the data subject [Article 15 of the GDPR] (the right to be informed about the processing of their Personal Data and to receive a copy of it, within the limits set by the GDPR);
- right to rectification of their Personal Data [Article 16 of the GDPR] (the right to have inaccurate Personal Data corrected);
- right to erasure of their Personal Data without undue delay [Article 17 of the GDPR];
- right to restriction of processing of their Personal Data in cases specified by Article 18 of the GDPR, including in the case of unlawful processing or when the accuracy of the Personal Data is contested by the data subject;
- right to data portability [Article 20 of the GDPR], where the data subject can request their Personal Data in a structured, commonly used, and machine-readable format to transmit it to another controller, in cases provided for by the same article;
- right to object to the processing of their Personal Data [Article 21 of the GDPR] (the right to object to the processing of their Personal Data);
- right not to be subject to automated decision-making [Article 22 of the GDPR] (the right not to be subject to a decision based solely on automated processing)

Further information about the data subject's rights can be obtained by requesting a full extract of the articles mentioned above from the Controller. The aforementioned rights can be exercised in accordance with the provisions of the GDPR by sending an email to the main address: **privacy@faital.com**.

It is specified that the Data Subject may exercise the right of access, as provided for in Article 15, limited to their own personal data and excluding personal data related to reported individuals or involved persons, while respecting the obligation to respond to the report under the aforementioned legislative decree, containing the communication regarding the follow-up to the report.





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In accordance with Article 19 of the EU Regulation, the Controller informs the recipients to whom personal data has been communicated of any requested rectifications, deletions, or limitations of processing, where possible. To expedite the response to your requests related to the aforementioned rights, you can address them to the Controller using the contact details provided in point 1 of this document.

The individual involved or mentioned in the report, with regard to their personal data processed within the scope of the report, public disclosure, or complaint, cannot exercise – to the extent and within the limits necessary and proportionate – the rights that the General Data Protection Regulation (EU) 2016/679 normally grants to data subjects (the right to access personal data, the right to rectify them, the right to obtain erasure or the so-called right to be forgotten, the right to restrict processing, the right to data portability, and the right to object to processing). Exercising these rights could result in an actual and concrete prejudice to the protection of the reporting person's identity confidentiality. Therefore, in such cases, the reported individual or the person mentioned in the report is also precluded from the possibility, if they believe that the processing concerning them violates the aforementioned rights, to address the data controller and, in the absence of a response from the latter, to lodge a complaint with the Data Protection Authority.

7. Right to lodge a complaint *(ex art. 13 paragraph 2/d of the GDPR)*

The data subject, if they believe that their rights have been compromised, has the right to lodge a complaint with the Italian Data Protection Authority, following the procedures indicated on the Authority's website at www.garanteprivacy.it or by **sending a written communication to the Italian Data Protection Authority**.

8. Possible consequence of not providing the data and nature of data provision *(ex art. 13 paragraph 2 e of the GDPR)*

In case of compliance with legal or contractual obligations

It is informed that if the purposes of processing are based on a legal or contractual (or even pre-contractual) obligation, the data subject must necessarily provide the requested data. Otherwise, the Controller will be unable to pursue the specific processing purposes.

When the data are no longer necessary, they are regularly deleted. If their deletion is impossible or only possible with disproportionate effort due to a particular storage method, the data cannot be processed and must be archived in inaccessible areas.

9. Existence of automated decision-making *(including profiling)*

The use of solely automated decision-making processes as detailed in Article 22 of the GDPR is currently excluded. If in the future it is decided to implement such processes for individual cases, the data subject will be notified separately if required by law or in an update to this information.

10. Processing method

Personal data will be processed in paper, electronic, and telematic form and entered into relevant databases accessible to and therefore known by individuals expressly designated by the individual Data Controllers as Data Processors and Authorized Personnel for the processing of personal data. They may carry out operations of consultation, use, processing, comparison, and any other appropriate operation, including automated operations, in compliance with legal provisions





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necessary to ensure, among other things, the confidentiality and security of data as well as the accuracy, updating, and relevance of the data with respect to the declared purposes.

The present information and any subsequent updates are published both on the platform and within the websites of the Data Controller, if available.