

Whistleblowing channel information

Pursuant to Italian Legislative Decree 24/2023

Dear User,

Moellhausen has established a procedure for managing reports of offences in compliance with Italian Legislative Decree no. 24 of 10 March 2023 *“Implementation of Directive (EU) 2019/1937 of the Parliament and of the Council, of 23 October 2019, on the protection of persons who report breaches of Union law and laying down provisions on the protection of persons who report breaches of national regulatory rules” (“Italian Legislative Decree 24/2023”)*.

In respect of the provisions of Art. 5, paragraph 1, letter e) of Italian Legislative Decree 24/2023, the Company makes available to the persons expressly envisaged by the legislation – by publishing the adopted procedure on this page – information on the channel, the procedure and the requirements for making internal or external reports (known as whistleblowing reports).

Without prejudice to the possibility of sending anonymous reports, in accordance with and for the effects of Italian Legislative Decree 24/2023, the Company in any case guarantees the confidentiality of the whistleblower’s identity and provides all protections envisaged by the regulations for the benefit of the whistleblower.

Only the following types of report will be considered: (i) those made by the persons entitled to do so based upon the procedure and/or on Italian Legislative Decree 24/2023; (ii) those concerning the breaches indicated therein; (iii) those made via the specifically designated channels.

The whistleblower will only benefit from the protections indicated by the procedure and/or by Italian Legislative Decree 24/2023 if the above conditions are in place.

Therefore, prior to sending any report, please read the procedure which contains specific information on:

- Who can make a report;
- What can be reported;
- Which channels can be used for making the report (internal and external channel);
- How a report can be made (anonymous report);
- Who receives and manages the report;
- What protections are given to the whistleblower;
- What consequences may arise if the procedure is breached.

Accordingly, you are invited to read the privacy policy as envisaged by Regulation (EU) 2016/679 which is available on the whistleblowing platform.

Finally, please note that any false report or any abuse of the whistleblowing system may involve the application of disciplinary measures or civil and criminal sanctions as envisaged by Italian Legislative Decree 24 of 2023.

If you require any further information, please contact the HR Department.

Thank you