

## **Privacy Notice Regarding the Processing of Personal Data for Whistleblowers ("Whistleblowing")**

We wish to inform you that Regulation (EU) 679/2016 (hereinafter "GDPR") establishes the right to the protection of personal data. In compliance with current legislation, the processing of such data will be governed by the principles of fairness, lawfulness, accuracy, transparency, minimization, limitation of purposes and storage, as well as the protection of your confidentiality and respect for your rights. In accordance with Regulation (EU) 679/2016, we provide the following information:

### **Recipients of this document**

ICAM SpA wishes to inform you that, by virtue of your status as an employee (either permanent or temporary), volunteer, intern (even if unpaid), collaborator, employee of third-party companies supplying services to the Company, shareholder, or as an individual holding administrative, managerial, supervisory, or representative functions within the Company, you have the right to report suspected misconduct and dangers that may constitute violations of Union law under the regulations specified herein. Reports can be made via a confidential paper or telephone reporting system or through other secure channels specifically established by the Company.

Your personal data related to your reports will be processed by ICAM solely for the purpose of analyzing, investigating, verifying your reports, and ultimately acting accordingly based on the findings. If you choose to make a report anonymously, the information you provide will be sent to our company in a completely confidential and anonymous manner.

### **Data controller**

The data controller is **ICAM S.p.A.**, located at S.P. 237 delle Grotte, 70017 Putignano (BA) – C.P. 129 - VAT No. 03685780722, Tel.: (+39) 080 4911377, Fax: (+39) 080 4911529, [privacy@icamonline.eu](mailto:privacy@icamonline.eu).

The personal data provided will be processed through paper-based, IT and/or telematic means in accordance with security requirements mandated by regulations.

### **Purpose of Data Processing and Legal Basis**

The Company will process personal data through designated communication channels using IT and/or paper-based methods to manage the report contained therein aimed at preventing corrupt practices and other criminal activities.

The legal basis for this processing lies in compliance with legal obligations (specifically, European Directive 2019/1937 concerning the protection of persons reporting violations of Union law, amended by European Regulations 2020/1503 and 2022/1925 and ratified in Italian law by Legislative Decree 24/2023; Legislative Decree 231/2001 on administrative liability from crime; Law 179/2017; ANAC guidelines).

The personal information collected will be processed to ensure:

1. Correct and complete management of whistleblowing procedures in compliance with applicable regulations;
2. Necessary investigative activities to verify the validity of reported facts and adopt consequent measures;
3. Management of any disputes to protect a right of the Company as data controller and safeguard its rights while implementing anti-crime measures;
4. Response to requests from judicial authorities or equivalent bodies.



**INTELLIGENT SPACE SOLUTIONS**

To initiate any disciplinary proceedings against the alleged perpetrator of the reported conduct (employee), the identity of the whistleblower may only be disclosed with their consent. For this reason, the Company has established specific internal procedures for how the Supervisory Body (“OdV”) transmits reports to relevant offices and obtains consent from whistleblowers to disclose their identity..

### **Provision methods, nature of disclosure, and consequences of refusal**

Providing personal data is optional; reports may also be made anonymously. Failure to provide personal data will not have any consequences for the whistleblower but may hinder the investigation: anonymous reports will only be considered if adequately detailed and specific enough to highlight facts and situations related to defined contexts.

All collected data will typically be provided directly by the whistleblower. Occasionally, such data may also be collected from third parties during activities related to managing the report.

Only when strictly necessary for verification activities or at the request of external investigating bodies may OdV associate a report with the identity of the whistleblower. In such cases, except where liability for slander or defamation under criminal code provisions or civil code Article 2043 is applicable or where anonymity cannot be legally upheld (e.g., criminal investigations), the identity of the whistleblower is protected in all subsequent contexts following the report. All individuals within the company who receive or are involved in managing such reports are required to maintain confidentiality regarding this information.

### **Disclosure of your data**

Data will only be processed by personnel expressly authorized by the Data Controller and specifically designated internal staff responsible for handling these matters (members of OdV appointed as data processors and any working group involved). In cases provided for by law, personal data may be communicated to the National Anti-Corruption Authority (ANAC), ordinary judicial authorities, or accounting judicial authorities (for respective competencies). Communication may also occur with ordinary judicial authorities if the Company intends to proceed against a whistleblower for slander or defamation.

Data will not be disclosed to third parties nor disseminated unless specifically provided for by national or EU law.

### **Data transfer**

Data will not be transferred outside the European Economic Area (EEA). Should a transfer become necessary, the Company will take all appropriate measures to ensure an adequate level of data protection.

### **Data retention**

Personal data communicated will be processed throughout the duration of managing the report and retained in accordance with administrative documentation retention regulations (e.g., for as long as necessary to ascertain validity and potentially adopt consequent disciplinary measures or until any disputes arising from reports are resolved or up to a maximum of five years from report resolution).

### **Rights of Data Subjects**

Individuals have rights under Article 2-undecies(1) of Legislative Decree 196/2003 (as amended by Legislative Decree 101/2018) including access to their personal data, rectification or deletion thereof, restriction on processing concerning them or opposition to processing. However, these rights cannot be exercised if doing so would result in actual harm to confidentiality regarding an employee's identity who reported misconduct learned through their position. Requests should be directed to contact OdV at



**INTELLIGENT SPACE SOLUTIONS**

[g.dellefoglie@drdpartners.com](mailto:g.dellefoglie@drdpartners.com).

Individuals also have the right to request compliance checks regarding their data processing from the Data Protection Authority.

For further information regarding data processing, please refer to our general privacy notice available on our website's dedicated page.

*Notice Updated to July 2024*