

**Procedure for reporting internal legal infringements and follow-ups actions
within ATERIMA Europe sp. z o.o. sp.k.**

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§ 1 General provisions

1. The process of receiving reports of internal legal breaches and follow-ups actions is one of the key elements of proper and safe management of the Legal entity. The purpose of introducing the **Procedure for reporting internal legal infringements and follow-ups actions** (hereinafter referred to as „Procedure”) is to ensure the protection of persons reporting legal infringements and to ensure the effectiveness of detecting and taking action to eliminate them.
2. The anonymous reporting process implemented at ATERIMA Europe sp. z o.o. sp. k. allows all Whistleblowers to make reports through special and independent channels of communication, in a manner that ensures protection from repressive, discriminatory or other unfair treatment that may follow a report.
3. In making a report, one must exercise due diligence, both in terms of one's knowledge and evidence of the breach in question. Whistleblowers providing false information, providing intentionally and knowingly erroneous or misleading information, shall not be subject to the protection provided for in Procedure.
4. This Procedure has been developed after consultations with representatives of persons providing work at ATERIMA Europe sp. z o.o. sp.k.
5. The Procedure specifies ways to report internal infringements, including a dedicated communication channel for submitting reports.
6. The Procedure is kept in electronic and paper versions at the office of ATERIMA Europe sp. z o.o. sp.k.
7. ATERIMA Europe sp. z o.o. sp.k. is obliged to acquaint the employee with the Procedure before allowing him to work.
8. ATERIMA Europe sp. z o.o. sp.k. conducts regular training sessions in which the Procedure is discussed.
9. ATERIMA Europe sp. z o.o. sp.k. informs its employees and associates about the entry into force of the Procedure and about its changes.
10. The review of the Procedure is carried out systematically, but at least once a year.
11. For persons entitled to report irregularities, the Procedure is made available at www.grupaaterima.pl.

§ 2 Definitions

Terms used in **Procedure for reporting internal legal infringements and follow-ups actions** should be understood as follows:

- 1) **Follow-up actions** - any action taken by ATERIMA Europe sp. z o.o. sp.k., to assess the accuracy of the allegations made in the report and, where relevant, to address the infringement reported, including through actions such as:
 - a) investigation,
 - b) initiation of inspection or administrative proceedings,
 - c) prosecution,
 - d) an action for recovery of funds, or
 - e) the closure of the procedure;
- 2) **Retaliation** - any direct or indirect act or omission which occurs in a work-related context, is prompted by internal or external reporting or by public disclosure, and which causes or may cause

unjustified detriment to the reporting person, including groundless initiation of proceedings against the Whistleblower;

- 3) **Information on law infringement** - information, including reasonable suspicions, about actual or potential infringement, which occurred or are very likely to occur in the legal entity in which the reporting person works or has worked or information about attempts to conceal such infringement;
- 4) **Feedback** - the provision to the reporting person of information on the action envisaged or taken as follow-up and on the grounds for such follow-up;
- 5) **Work-related context** – current or past work activities provided on the basis of employment or other legal relationship underlying the provision of work or services or functions in a legal entity, for the benefit of this entity or its subsidiaries, within the framework of which information about the infringement of the law was obtained and there is a possibility of experiencing retaliation;
- 6) **Committee of Internal Infringements** – an impartial, internal unit designated in the legal entity or its subsidiaries to receive and investigate reports of internal infringements of the law and authorized to take follow-up action;
- 7) **Public authority** – other than Ombudsman, meaning:
 - a) chief and central government administrative bodies,
 - b) field organs of government administration,
 - c) local government bodies and units,
 - d) other state bodies and other entities performing public administration tasks by law;
- 8) **Person concerned** - natural or legal person who is referred to in the report or public disclosure as a person to whom the breach is attributed or with whom that person is associated;
- 9) **Facilitator** – natural person who assists the Whistleblower in the reporting process in a work-related context, and whose assistance should be confidential;
- 10) **Related person of the reporter** - means an individual who may experience retaliation in a work-related context, including a co-worker, a family member of the reporter or a witness;
- 11) **Legal entity** – ATERIMA Europe Sp. z o.o. sp. k. ul. Puskarska 7m, 30-644 Kraków, NIP (TAX no.) 6793202462, hereinafter referred to as „ATERIMA”
- 12) **Procedure** – this Procedure for receiving internal reports of infringements of the law and following up on such reports, applicable to;
- 13) **Chairman of the Committee of Internal Infringements** – the person responsible for the day-to-day operation of the process and implementation of tasks under the Procedure, designated by the Board of Directors, who is also the Chairman of the Committee;
- 14) **i-Sygnalista system** – an electronic system for reporting infringements of the law of an internal nature, with the possibility of making anonymous and non-anonymous reports, available at:

<https://aterima.i-Whistleblower.pl/>, as well as to which redirection will be possible from the internal Intranet provided by the Legal Entity and the Legal Entity's websites;

- 15) **Public disclosure** – the making of information on infringements available in the public domain;
- 16) **Act** – Act of June 14, 2024 regarding the protection of the whistleblowers (Dz.U. 2024 poz. 928)
- 17) **Internal report** - oral or written communication of information on breaches within the Legal entity;
- 18) **External report** - the oral or written communication of information on law infringement to Ombudsman or other public authority;
- 19) **Legal proceedings** – proceedings pending under:
 - a) the provisions of generally applicable law,
 - b) internal regulations issued in implementation of generally applicable laws,
 - c) criminal laws,
 - d) civil regulations,
 - e) disciplinary regulations,
 - f) anti-mobbing,
 - g) violation of public finance discipline;
- 20) **Whistleblower** — a natural person who reports or publicly discloses information on infringements acquired in the context of his or her work-related activities, including:
 - a) employee,
 - b) temporary worker,
 - c) person providing work on a basis other than employment, including under a civil law contract,
 - d) proxy,
 - e) entrepreneur,
 - f) partner or shareholder,
 - g) member of a body of a legal person or an organizational unit without legal personality,
 - h) person performing work under the supervision and direction of a contractor, subcontractor or supplier, including under a civil law contract,
 - i) intern,
 - j) volunteer,
 - k) trainee,
 - l) individual prior to the establishment of an employment relationship (in the course of recruitment or negotiation) or any other legal relationship forming the basis for the provision of work or services or functions or the provision of goods, or when such a relationship has already ceased;
- 21) **Law infringement** - it should be understood as an act or omission that is unlawful or intended to circumvent the law.

§ 3 Procedure for reporting internal infringements of the law

1. The Legal entity shall establish this **Procedure for reporting internal legal infringements and follow-ups actions**. The Procedure shall be made known to persons performing work for the Legal entity, 7 days prior to its entry into force.
2. Each employee confirms that he or she has become familiar with this Procedure by submitting a declaration, in writing or electronically, with the contents set forth in Attachment no. 1 to this Procedure.
3. Transmission of information about the Procedure to a person applying to perform work on the basis of an employment or other legal relationship shall be made with the commencement of recruitment or pre-contract negotiations. The applicable form of communication of the Procedure is to make it available in the announcement as a URL to a page containing the full content of the Procedure.
4. Implementation of the Procedure is carried out by resolution.

§ 4 Making reports

1. The person authorized to submit reports is Whistleblower.
2. The following means of submission shall be provided:
 - 1) during a face-to-face meeting held within 14 days of receipt of the Whistleblower's request:
 - a) with the consent of the Whistleblower, the report is documented in the form of a searchable recording of the conversation or an accurate record of the meeting,
 - b) he request for a face-to-face meeting should be filled out on the form attached as Attachment no. 2 and forwarded to the person responsible for the HR division.
 - 2) in electronic form through the i-Sygnalista system - in anonymous or non-anonymous form,
 - 3) in paper form as an application completed on the form attached as Attachment no. 3 forwarded by internal mail in a sealed envelope marked "Confidential", placed in another sealed envelope addressed to the Chairman of the Committee at the address of the Legal entity's headquarters,
 - 4) in a situation where the Report concerns the Chairman of the Committee or a member of the Committee, the Whistleblower may make the Report in writing, by internal or external mail, in a sealed envelope marked "Confidential", placed in another sealed envelope addressed to the Board of Directors of the Legal entity.
3. The Report shall include:
 - a) the name of the organizational unit of the Legal entity to which the Report relates,
 - b) the date of filing,
 - c) the subject of the infringement,
 - d) contact information for feedback - e-mail address or mailing address; if you use an anonymous notification through the i-Signalista system, there is no need to provide a contact address, and tracking the progress of the notification is possible through the system, via an individual notification number,
 - e) the date of the breach and a description of the circumstances of the infringement,
 - f) identification of witnesses, possible evidence of infringement.
4. The reported breach, in accordance with the Law, may relate to areas of law in the field of:
 - a) corruption;
 - b) public procurement;
 - c) financial services, products and market;
 - d) prevention of money laundering and terrorist financing;
 - e) product safety and compliance;

- f) transport safety;
 - g) protection of the environment;
 - h) radiation protection and nuclear safety;
 - i) food and feed safety;
 - j) animal health and welfare
 - k) public health;
 - l) consumer protection;
 - m) protection of privacy and personal data;
 - n) security of network and information system;
 - o) financial interests of the Treasury of the Republic of Poland, the local government unit and the European Union;
 - p) the internal market of the European Union, including public competition and state aid rules and corporate taxation;
- constitutional freedoms and rights of man and citizen - occurring in the relations of the individual with public authorities and unrelated to the areas indicated in items a-q.

§ 5 Committee of Internal Infringements

1. The Committee is established to impartially verify reported infringements of the law and to follow up on them.
2. A member of the Committee may not be the person to whom the Report relates, a person who is the direct superior of the Whistleblower, or a person who is directly subordinate to the Whistleblower - in case the Committee has information on the identity of the Whistleblower.
3. The Committee may consider the involvement in the investigation of representatives of other organizational units of the Legal entity or an independent consultant if, in the opinion of the Committee, the knowledge and experience of such persons may be necessary in the acceptance of the Report.
4. In a situation where, in the opinion of a member of the Committee, there are circumstances that may impinge on his/her impartiality in the evaluation of a Report, he/she may request the Chairman of the Committee to exclude him/her from work in the ongoing investigation proceedings.
5. In a situation where, in the opinion of the Chairperson of the Committee, there are circumstances that may impinge on his/her impartiality in the evaluation of the Report, he/she may request the Committee to exclude him/her from the work in the ongoing investigation process.
6. If the circumstances referred to in paragraphs 4 or 5 above arise, the Chairman of the Committee or the Committee (when the Chairman of the Committee is subject to exclusion) may appoint another employee of the Legal entity for the purposes of the proceedings in question as a member of the Committee or the Chairman of the Committee.
7. The composition of the Committee depends on the subject matter of the case and the scope of the Report.
8. The Committee shall be directly elected by the Board of Directors of the general partner.
9. Persons who are members of the Committee shall have written authorization to perform activities, including the processing of personal data, and shall have a written obligation of confidentiality with respect to the information and personal data acquired. The obligation to maintain confidentiality continues to exist even after the termination of the employment relationship or other legal relationship under which they performed this work.
10. Members of the Breach Committee are appointed on the basis of expertise and practice in the field of, inter alia, data protection and the ability to fulfill the assigned tasks.

§6 Acceptance of reports

1. Acceptance of an electronic report, made by the i-Signalista system, shall be made by an external, impartial private entity with which the Legal entity has entered into a contract for entrustment of personal data processing.
2. The initial review of the report for compliance with the Procedure shall be carried out by an impartial private entity.
3. In situations where the report requires additional information in order to be properly recognized, the Chairman of the Committee shall contact the Whistleblower in accordance with the established means of communication. In addition, the Committee may summon to provide explanations, information or access to documents, all persons who may have any knowledge of the reported breach. All actions taken by the summoned persons require the preparation of a record.
4. Acceptance of oral or written non-electronic notifications shall be made by the Committee, appointed at the Legal entity.
5. Confirmation of acceptance of the application shall be made within 7 days, calculated from the receipt of the report.
6. In the case of oral or written non-electronic reports, if the Whistleblower does not provide a contact address, it will not be possible to receive confirmation of the submission.
7. The Committee may decide not to conduct an investigation if the report is unfounded, unreliable or impossible to investigate further due to lack of detailed information, including in some cases, information on the identity of the Whistleblower.
8. Before abandoning the investigation, the Committee shall take all actions permitted by the Procedure in order to bring it to its recognition.

§ 7 Follow-up actions

1. An external entity authorized to receive reports through the i-Signalista system, shall forward the report received to the Committee for follow-up and communication with the Whistleblower.
2. In the case of verbal or written non-electronic notifications, the Committee, after accepting the report, shall consider the validity of the report and follow up on its own, as well as conduct further communication with the Whistleblower, including requesting additional information.
3. In taking follow-up actions, the Committee shall exercise due diligence to ensure impartial, fair resolution of the case.
4. Orders and directives of the Committee shall be adopted by a simple majority, and in the event of an equal number of votes, the vote of the Chairman of the Committee, who votes last, shall be decisive.
5. The maximum time limit for providing feedback to the Whistleblower, on the follow-up actions taken, is 3 months from the moment of confirmation of acceptance of the report, or in case of failure to provide confirmation of acceptance of the report, 3 months from the expiration of 7 days from the day of filing, unless the Whistleblower did not provide a contact address to which feedback should be provided.
6. The Chairman of the Committee shall immediately inform about the result of the proceedings:
 - a) the Board of Directors of the general partner;
 - b) the head of the organizational unit of the Legal entity within which the irregularities occurred in order to take appropriate, follow-up disciplinary or corrective actions contained in the

- Committee's protocol against the person who committed such irregularities, provided for by the work regulations applicable to the employee in question, or arising from the individual cooperation agreement or generally applicable legislation;
- c) within 10 working days from the date of feedback to the Whistleblower, inform the employee alleged to have committed a violation of the Report and the verification of the report carried out.
7. In the case of negative verification of the legitimacy of the Report and dismissal of suspicions contained therein, the Chairman of the Committee shall immediately provide the Whistleblower and the employee alleged to have committed a violation with information on the results of verification.
 8. The Committee shall maintain a register of internal notifications, under which the Administrator of the personal data entered in the register shall be the Legal entity.
 9. The following data shall be collected in the register of internal reports:
 - a) report no.,
 - b) subject of the infringement,
 - c) personal data of the Whistleblower,
 - d) personal data of the person concerned,
 - e) Whistleblower's contact address,
 - f) date of report,
 - g) information on follow-up actions taken,
 - h) date of case completion.
 10. Data in the register of internal reports shall be retained for a period of 3 years after the end of the calendar year in which the follow-up actions were completed or after the completion of the proceedings initiated by these actions.
 11. It shall be ensured that the implementation of this Procedure and the conduct of investigations in connection with the received report of a breaches of the law shall ensure the protection of personal data, confidentiality, including preventing unauthorized persons from gaining access to the information covered by the report. Protection of confidentiality applies to information from which the identity of such persons can be directly or indirectly identified.
 12. When carrying out follow-up activities, the Administrator shall ensure measures to implement the principle of data integrity, ensure physical and electronic security, and ensure the principle of accountability. For this purpose, the Personal Data Security Policy implemented in the Legal entity shall be applied.

§ 8 External report

1. An Whistleblower may make an external report without first making an internal one.
2. External report shall be received by either the Ombudsman or the public authority, through the communication channels indicated on the websites and the Public Information Bulletin of the aforementioned entities.

§ 9 Rights and protection of the Whistleblower and those involved

1. Personal data of the Whistleblower allowing to establish his identity and other information from which the identity of the Whistleblower can be directly or indirectly identified shall not be disclosed, unless the Whistleblower indicates otherwise and agrees to disclose his identity to other persons not involved in the investigation proceedings.

2. Personal data processed in connection with the acceptance of a report and follow-up shall be retained by the legal entity and the public authority for no longer than 3 years from the date of completion of follow-up activities.
3. The provisions of paragraphs 1 to 2 shall also apply to the person assisting in the notification associated with the Whistleblower and the person to whom the notification applies.
4. There shall be no retaliation against the Whistleblower, consisting in particular of the following:
 - a) refusal to establish an employment relationship;
 - b) termination or termination without notice of the employment relationship;
 - c) failure to conclude a fixed-term employment contract or an employment contract for an indefinite period after termination of the probationary contract, reduction in the amount of remuneration for work;
 - d) withholding of promotion or omission from promotion;
 - e) omission in the award of work-related benefits other than wages or reduction in the amount of such benefits;
 - f) transfer of an employee to a lower job position;
 - g) suspension from the performance of the employee's work or official duties;
 - h) transfer to another employee of the employee's existing duties;
 - i) unfavorable change in the place of work or work schedule;
 - j) negative evaluation of work performance or negative opinion of work;
 - k) imposition or application of a disciplinary measure, including a financial penalty, or a measure of a similar nature;
 - l) coercion, intimidation or exclusion;
 - m) mobbing;
 - n) discrimination;
 - o) unfavorable or unjust treatment;
 - p) withholding of participation or omission from typing for participation in professional qualification training;
 - q) unjustified referral for medical examination, including psychiatric examination, unless separate regulations provide for the possibility of referring an employee for such examination;
 - r) action aimed at making it difficult to find future employment in a particular sector or industry on the basis of an informal or formal sector or industry agreement;
 - s) causing financial loss, including economic loss or loss of income;
 - t) causing other intangible harm, including damage to personal property, in particular the whistleblower's good name.
5. Retaliation shall also not be taken against a person related to the Whistleblower, including his/her co-worker or family member.
6. In the event of any retaliatory action taken by the Legal entity, Whistleblower is entitled to compensation. The Whistleblower should immediately notify the Committee of the situation.
7. Submitting a report cannot be the basis for initiating disciplinary proceedings against the Whistleblower, liability for damages related to defamation, infringement of personal rights, copyrights, provisions on the protection of personal data or the obligation to maintain secrecy, provided that the Whistleblower had reasonable grounds to believe that that reporting or public disclosure is necessary to reveal a violation of the law.

§ 10 Information on personal data processing

1. In connection with the processing of Whistleblower's personal data, we inform - in accordance with Art. 13 section 1 and section 2 Regulation (EU) 2016/679 of the European Parliament and of the Council of 27/04/2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), hereinafter referred to as "GDPR" that:
 - 1) the administrator of the personal data is ATTERIMA Europe sp. z o.o. sp. k. The Administrator can be contacted in writing, by post at the address of the Company's registered office: ul. Puzkarska 7m, 30-644 Kraków and by email: daneosobowe@grupaaterima.pl. The Administrator has appointed a Data Protection Inspector, who can be contacted at the address of the Administrator's registered office or by writing to the e-mail address: iod@iods.pl.
 - 2) Personal data will be processed in order to accept the report, consider the case and perform other necessary activities as part of the operation of the irregularity reporting system at ATERIMA Europe sp. z o.o. sp. k. (legal basis: Article 6(1)(c) of the GDPR, Act of June 14, 2024 on the protection of whistleblowers).
 - 3) The recipients of the personal data will only be entities entitled to obtain personal data on the basis of the law.
 - 4) Personal data will be processed for the duration of the case, and then for an archiving period of 3 years.
 - 5) Providing personal data is voluntary, but often necessary to conduct contact, clarify reports and send feedback.
 - 6) Whistleblower has the right to: access to the content of your personal data, obtain a copy of personal data, rectify personal data, erase personal data, restrict the processing of personal data, object to the processing of personal data, withdraw consent to the processing of personal data at any time without affecting the lawfulness of the processing carried out.
The rights mentioned above can be exercised by contacting the Administrator.
2. Whistleblower has the right to lodge a complaint with the President of the Office for Personal Data Protection if it is substantiated that your personal data is being processed by the Administrator contrary to the provisions of the GDPR..
3. No decisions will be taken on the basis of your personal data in an automated manner, including in the form of profiling..

§ 11 Final provisions

1. The team in charge of legal and compliance issues performs day-to-day supervision of the correctness of the receipt of reports and follow-up actions, as well as the implementation of the duties of the Committee of Internal Infringements.
2. The Procedure shall enter into force 7 days after it is communicated to employees and other persons providing work for the Legal Entity.

Attachment no.: 1

to *Procedure for reporting internal legal infringements and follow-ups actions*

DECLARATION

I declare that I have familiarized myself with the *Procedure for reporting internal legal infringements and follow-ups actions* in force in ATERIMA Europe sp. z o.o. sp. k., I understand its content and I undertake to apply the principles contained therein..

.....
(employee's name, date)

Attachment no.: 2
to Procedure for reporting internal legal infringements and follow-ups actions

Request for the implementation of an in-person meeting for filing

I request that a report of an internal infringement be made at a face-to-face meeting to be held within 14 days, calculated from the date of this request.

Preferred meeting date:

Address to contact/receive confirmation of meeting:

I agree/don't agree* to document the meeting by:

- meeting recording,
- preparation of minutes of the meeting by the Committee of Internal Infringements.

I am aware that I have the right to verify the protocol prepared.

.....
(first name, surname - optional)

.....
(date – mandatory)

* strike out the inappropriate

Form for reporting internal infringements

<p>TYPE OF REPORT</p> <p><i>(if you wish to remainn anonymous then check “Anonymous submission”)</i></p>

<input type="checkbox"/> Non-anonymous report	<input type="checkbox"/> Anonymous report
<p>Contact details: - first name and surname: - contact address (e-mail or mailing address).....</p> <p><i>(check the appropriate box)</i></p> <p><input type="checkbox"/> I'm an employee <input type="checkbox"/> I'm a contractor <input type="checkbox"/> I'm an entrepreneur <input type="checkbox"/> I'm a partner/shareholder <input type="checkbox"/> I'm a proxy <input type="checkbox"/> I'm a member of the body <input type="checkbox"/> I'm a former employee <input type="checkbox"/> I am/were a candidate for the job <input type="checkbox"/> I'm a volunteer/trainee/intern <input type="checkbox"/> I work in a subcontractor/supplier contractor organization <input type="checkbox"/> I am a job applicant</p>	<p>Contact details: - contact address (e-mail or mailing address)..... <i>(specify if you wish to receive confirmation of the notification and to conduct further communication and inform follow-up)</i></p> <p><i>(check the appropriate box)</i></p> <p><input type="checkbox"/> I'm an employee <input type="checkbox"/> I'm a contractor <input type="checkbox"/> I'm an entrepreneur <input type="checkbox"/> I'm a partner/shareholder <input type="checkbox"/> I'm a proxy <input type="checkbox"/> I'm a member of the body <input type="checkbox"/> I'm a former employee <input type="checkbox"/> I am/were a candidate for the job <input type="checkbox"/> I'm a volunteer/trainee/intern <input type="checkbox"/> I work in a subcontractor/supplier contractor organization <input type="checkbox"/> I am a job applicant</p> <p><i>Checking one of the above boxes is voluntary and will not reveal the identity of the whistleblower, but may prove helpful in clarifying the reported infringement(s).</i></p>

GENERAL INFORMATION ABOUT THE REPORTED INFRINGEMENT	
What infringement(s) are you reporting?

Date of occurrence of infringement(s) / Date of knowledge of infringement(s)
Place of occurrence of infringement(s) / Place of knowledge of infringement(s)
<p>Have the infringements also been reported to another authority? Have you reported these infringements before? Have you received a response to the filing?</p> <p><i>(if yes, indicate the authority or person to whom the infringement was previously reported)</i></p>
<p>DESCRIPTION OF THE REPORTED INFRINGEMENT(S)</p> <p><i>(description of the infringement(s), including persons relevant to its occurrence, indication of time and place, circumstances, identification of potential witnesses/participants of the event)</i></p>	
<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>Do you want to add any evidence of the infringement(s)?</p> <p><i>(you can attach documents/scans of documents)</i></p>	<p><input type="checkbox"/> I have no evidence</p> <p><input type="checkbox"/> I have the evidence at my disposal, which I attach to the report</p>
<p>Do you want to point out any witnesses of infringement(s)?</p> <p><i>(indicate personal data you are aware of)</i></p>	<p><input type="checkbox"/> Witness details:</p> <p>- First name and surname:</p> <p>- e-mail:</p> <p>- tel. no.:</p> <p>- official position (if an employee):</p> <p>- other:</p> <p><input type="checkbox"/> I have no witnesses</p>
<p>Do you wish to identify the persons harmed in connection with the reported infringement(s)?</p>	<p><input type="checkbox"/> Personal details:</p> <p>- First name and surname:</p>

<p><i>(indicate those data that you are aware of. Filling in this field with your name will not be understood as providing your personal data as the reporting person)</i></p>	<p>- e-mail: - tel. no.: - address: - official position (if an employee): - other:</p>
<p>Do you want to identify the person(s) whose actions or omissions led to the infringement(s) <i>(indicate those you are aware of)</i></p>	<p><input type="checkbox"/> Personal details: - First name and surname: - e-mail: - tel. no.: - address: - official position (if an employee): - other:</p>

INSTRUCTIONS:

- 1) In the event that in the course of the investigation it is established that in the report the Whistleblower has knowingly provided untruths or concealed the truth, the Whistleblower who is an employee, may be held responsible for the orderly liability specified in the provisions of the Labor Code. Such behavior may also be classified as a severe infringement of basic employee duties and result in termination of the employment contract without notice, as well as liability on the basis of generally applicable regulations.
- 2) In the case of the Whistleblower providing services or goods, on the basis of a civil law contract, the establishment of a false infringement report may result in termination of the contract and definitive termination of cooperation between the parties, as well as liability under generally applicable regulations.

STATEMENTS:

- I declare that I am aware of the possible consequences associated with false report of infringement(s).
- I declare that the subject report is submitted in good faith.

