

WHISTLEBLOWING REPORTS

Whistleblowing is a medium for reporting an alleged wrongdoing, that has already occurred or could reasonably be perpetrated, and has come to light in the company's work environment.

The whistleblower plays a key role in countering wrongdoing, safeguarding the public interest and protecting the company, its values and the people who work there.

The sole purpose of the Whistleblowing system is to prevent harm and detect threats to QubicaAMF in advance. Therefore, the system only works when used voluntarily, in good faith and exclusively for said purposes.

In handling reports, QubicaAMF is committed to respecting the principles of utmost confidentiality and impartiality, as well as to recognizing the good faith of whistleblowers by guaranteeing their anonymity. All messages shall indeed be handled with strict confidentiality. Protection is guaranteed in the event of retaliation or discrimination against those involved in the reports.

The processing of personal data collected by QubicaAMF through the Portal (accessible through the link below), will be carried out in compliance with the provisions of the specific Privacy Policy (drafted pursuant to art. 13 of Regulation (EU) 2016/679 or GDPR), always accessible and available within the aforementioned Portal.

Who can send a report?

Reports may be submitted by parties inside or outside the organization who have a general working relationship with QubicaAMF, such as employees, collaborators, and shareholders.

What can be reported?

The scope is very broad as reports must relate to violations of national and European legislation, such as civil or criminal offenses.

How can I send a report?

Please click on the link/button below to proceed and you will land on the dedicated external portal. The use of a personal device not connected to the QubicaAMF corporate network is recommended. To further guarantee the anonymity and confidentiality of those who wish to make a report through the Portal by connecting from the internal Internet network, QubicaAMF has enforced a specific rule on its firewalls to block access to the Portal website.

At the end of the procedure, you will receive an identification code for your report: **it is essential to keep this code in a safe place, as it is the only way to access your report and follow its progress.**

What about the handling timeframe?

Within 7 days of submitting your report, you will receive an acknowledgment of receipt through the Portal. Within 3 months thereafter, the Reporting Managers shall send you a communication with the reasoned outcome of your file.

The report and its documentation, regardless of its outcome or admissibility, shall be retained for a maximum of five years from the date of the communication of the final outcome of the reporting procedure to the whistleblower.