

Note/Notes


**Annex 7
to Organisation,
Management and Control
Model pursuant to Italian
Legislative Decree (D.Lgs.) no.
231 of 8 June 2001**

Adopted by

**DEMONT S.R.L.
Località Braia, 21
17017 MILLESIMO (SV - Italy)**

**REPORTS TO THE SUPERVISORY
BOARD (WHISTLEBLOWING)**

0	1	16/05/2022	<i>Updating of Supervisory Board Members</i>	LEG	LEG	CDA
0	0	30/07/2018	<i>Introduction to the Annex on "Whistleblowing" and</i>	LEG	LEG	CDA

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			<i>adaptation of the format with quality procedures</i>						
<i>Edizione Edition</i>	<i>Revisione Revision</i>	<i>Data/Date.</i>	<i>Descrizione/Description</i>				<i>Preparato Prepared</i>	<i>Controllato Checked</i>	<i>Approvato Approved</i>

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ANNEX 7 – Reports to the Supervisory Board (Whistleblowing)

Obligation to Report: each recipient of the Model 231 adopted by the Company and each employee in any sector and at any level, starting from base levels up to senior positions, has a specific obligation to report any violation or presumed violation of the model of the Code of Ethics or of any related legislation that could involve the liability of the Company under Italian Legislative Decree no. 231/2001.


How to report: by contacting the Supervisory Board or one's direct hierarchical superior, which will, in turn, be obliged to inform the Supervisory Board always and in any case in writing.

In cooperation with the Supervisory Board, Demont has set up a "dedicated information channel" by creating a special e-mail box to facilitate the flow of unofficial reports and information. Reports shall be **in writing** and shall relate to **any violation or suspected violation as indicated above**. The communication shall contain, in a succinct and simple manner, the breach it intends to bring to light, the identification details of the functions/persons involved, and the identification details of the submitting party.

The **Supervisory Board** shall act in such a way as to protect **good faith whistleblowers** by ensuring the confidentiality of their identity, without prejudice to legal obligations (also connected with the provisions on secrecy contained in the Code of Criminal Procedure) and the protection of the rights of the Company or of persons wrongly accused or in bad faith.

All employees are informed that the adoption of discriminatory measures against the persons making the above-mentioned reports may be reported to the **National Labour Inspectorate**, for the measures within its sphere of competence, not only by the person making the report, but also by the trade union organisation indicated by the same.

Demont prohibits and imposes disciplinary sanctions against retaliatory or discriminatory acts, whether direct or indirect, against whistleblowers for reasons directly or indirectly related to the whistleblowing; **it also penalises anyone who, with malicious intent or gross negligence, makes reports that turn out to be unfounded.**

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Please also be informed that the **retaliatory or discriminatory dismissal of the whistleblower will be deemed null and void**. A change of role pursuant to article 2103 of the Italian Civil Code, or any other retaliatory or discriminatory measure taken against the whistleblower, will also be deemed null and void.

Addresses of recipients:

Reports should be made to the Supervisory Board at the following email address:

organodivigilanza@demont.it

and,

as alternative channels, to the ordinary mail, e-mail or certified e-mail addresses of the current members of the Supervisory Board.

As at the date in which this document was issued (**May 2022**), the Supervisory Board is composed of:

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