



How to make a report

You can report any facts related to **unlawful** or **irregular conduct**, violations of **regulations**, actions likely to cause **financial or reputational harm to the company**, breaches of the **Code of Ethics**, violations of the **Anti-Corruption Policy**, breaches of the **Model 231** framework, or violations of company **procedures** and **policies**.

Who can report?

- 1. Internal Personnel:** employees, administrators, members of corporate and supervisory bodies, and management;
- 2. Third Parties:** business partners, clients, suppliers of products or services, auditing firms, consultants, agents, collaborators, interns, and other external entities;
- 3. Stakeholders:** all legitimate parties with an interest in the company's activities.

How to report?

Reports must be **detailed, precise, and verifiable**, including sufficient information to allow for the verification of the reported facts. Reports should contain at least:

- **a description of the reported incident;**
- **identification of the involved parties (individuals or entities).**

Reports should be submitted through dedicated channels listed below, preferably via the web platform. Additionally, in compliance with Legislative Decree 231/01 and the Organization, Management, and Control Model of Engineering Ingegneria Informatica S.p.A., **reports can also be sent to the Supervisory Body**, which ensures their integrated management and forwards them to the Internal Audit department for appropriate analysis.

Confidentiality and anonymity guarantee

Engineering is committed to ensuring the utmost confidentiality regarding the subjects and facts reported, as well as the identity of the reporter.

Anonymous reporting

Engineering will evaluate all reports signed by the reporter and treat them with strict confidentiality. **Anonymous reports will also be addressed**, maintaining the possibility of communicating with the anonymous reporter, if necessary, to seek additional information for fact verification.

What happens after a report is received?

Engineering's Internal Audit department will conduct a **preliminary review of received reports** to identify those requiring further investigation. Subsequent inquiries will verify the reported facts and lead to the adoption of appropriate measures (prevention, mitigation, sanctions, etc.).

Prohibition of retaliation or discrimination

The reporter cannot be dismissed, demoted, suspended, transferred, or subjected to other organizational measures with negative direct or indirect effects on their working conditions. Additionally, they cannot be threatened, harassed, or discriminated against in any way for making a good-faith report. Protection measures also apply to individuals connected to the reporter in a professional, familial, or personal capacity, as well as to entities (companies, associations, etc.) owned by the reporter.

Personal Data processing

Data will be processed in compliance with applicable **Personal Data protection laws**. For information on the purposes and methods of data processing by Engineering, please visit: <https://www.eng.it/en/corporate-governance/gestione-segnalazioni>.

What should not be reported

Reports unrelated to the scenarios described above, such as requests, complaints, or grievances regarding commercial activities, will not be processed as reports. Such communications should be addressed to the appropriate company departments.

Learn more

Refer to the [Procedure "Management of Reports, Including Anonymous Whistleblowing"](#).

Reporting channels:



WEB platform

<https://eng.integrityline.com/>

The preferred channel, designed to ensure confidentiality via secure digital methods.



Email

segnalazioni@eng.it



Postal mail

Engineering Ingegneria Informatica S.p.A.
Comitato Segnalazioni Engineering,
Attn: Internal Audit Department