



## **WHISTLEBLOWING - Information on the protection of personal data according to Articles 13 and 14 GDPR 679/2016**

In compliance with the provisions of Articles 13 and 14 of EU Regulation 2016/679 (European Data Protection Regulation), we provide you with the necessary information regarding the processing of the personal data provided.

### **TYPE OF DATA PROCESSED**

The personal data that may be processed fall into the following categories

#### **Personal data of the reporter, in the case of non-anonymous reports made using the methods indicated:**

- Common Mandatory: name, surname, type of relationship with the company;
- Common Optional: Job title, role, telephone contact, e-mail address.

#### **Personal data of the reporter in the case of reports made non-anonymously through pre-established channels:**

In the case of reports made verbally by telephone or at a specific meeting requested, the personal data processed are those provided voluntarily by the reporter.

#### **Personal data of the reported person(s) and/or other persons involved in the report**

The data that may be processed are those that the whistleblower intends to provide in order to present the facts described in the report. In this case, the Company is not in a position to determine in advance the data covered by the report, which may therefore include sensitive data or data relating to criminal convictions and offences.

The above data is processed using computerised and paper-based systems. These systems guarantee security and confidentiality. Paper documents will be filed and stored in cabinets and rooms equipped with security locks.

**DATA PROCESSOR**, pursuant to Article 4 of EU Regulation 2016/679, is Luxor S.p.A., represented by its legal representative, with registered office in Carpenedolo (BS) - Via Zanardelli n. 88 - Carpenedolo (BS). Mail [privacy@luxor.it](mailto:privacy@luxor.it) - PEC [Luxorspa@pec.it](mailto:Luxorspa@pec.it)

## **PURPOSE OF THE PROCESSING, LEGAL BASIS, CONSERVATION PERIOD AND NATURE OF THE TRANSFER**

### **A) Performance of preliminary activities and adoption of measures:**

The data will be processed for the purpose of carrying out the necessary investigative activities aimed at verifying the merits of the reported facts and adopting any measures that may be required.

Pursuant to Article 6(1)(b), the processing is necessary for the **fulfilment of a legal obligation** (Law No. 179/2017, Legislative Decree No. 24/2023 on "Implementation of EU Directive 2019/1937").

Your data will be kept for no longer than is necessary to fulfil the purposes for which it was collected, to comply with legal obligations or, in any case, to enable the Company to protect its own rights and interests or those of third parties (e.g. legal defence).

The data will be automatically deleted 5 years after the completion of the report.

The provision of data is optional, it being understood that any refusal to provide information at the time of collection or any refusal to process the data may make it objectively impossible for us to consider the report.

## **RECIPIENTS OR CATEGORIES OF RECIPIENTS OF THE DATA**

In order to carry out the above-mentioned purposes, the personal data provided may be made available only to those persons within the Company who need it in relation to their role/task in the process of receiving, analysing, investigating and managing reports and any subsequent actions.

These persons are duly instructed in order to avoid loss, access by unauthorised persons or unauthorised processing of the data and, more generally, in relation to the obligations concerning the protection of personal data. The data may also be processed by external consultants and third parties with technical functions (e.g. the IT platform provider) who act as data processors/sub-processors and who have signed a specific contract regulating the processing entrusted to them and

their obligations with regard to data protection and security of processing. Finally, personal data may also be communicated to other autonomous data controllers on the basis of laws or regulations (e.g. public authorities, judicial authorities, Court of Auditors and ANAC).

#### **TRANSFER OF DATA TO NON-EU MEMBER STATES**

Your personal data will not be transferred outside the EU.

#### **RIGHTS OF DATA SUBJECTS**

EU Regulation 2016/679 (Articles 15 to 22) grants data subjects specific rights. In particular, in relation to the processing of their personal data that is the subject of this Notice, the data subject has the right to ask the Company for access, rectification, cancellation, restriction, opposition and portability; they may also lodge a complaint with the supervisory authority, which in Italy is the Garante per la Protezione dei Dati Personali (Article 77 of EU Regulation 2016/679).

In accordance with Article 2-undecies of Legislative Decree No. 196/2003, as amended (hereinafter, Privacy Code) (implementing Article 23 of the Regulation), we wish to inform you that the aforementioned The rights in question may not be exercised by any of the data subjects involved in the report (i.e., the reported persons and/or other persons involved in the report) if the exercise of such rights may result in actual and concrete prejudice to the confidentiality of the identity of the reporting person.

In particular, the exercise of such rights:

- ✓ shall be carried out in accordance with the provisions of the law or regulations governing the sector (including Legislative Decree No. 231/2001 as amended by Law No. 179/2017);
- ✓ The processing of personal data may be delayed, limited or excluded by reasoned communication made without delay to the data subject, unless such communication would jeopardise the purpose of the limitation. This may occur for such time and to the extent to which this constitutes a necessary and proportionate measure, having regard to the fundamental rights and legitimate interests of the data subject, in order to safeguard the confidentiality of the identity of the reporting person.
- ✓ In such instances, the rights of the data subject may be exercised through the Guarantor in accordance with the procedures set out in Article 160 of the Privacy Code. In such cases, the Guarantor shall inform the data subject that it has carried out all necessary verifications or has conducted a review, as well as of the data subject's right to lodge a judicial appeal.

At any time, the interested party may request that Luxor S.p.A. exercise their rights by contacting the Data Controller at the following email address: [privacy@luxor.it](mailto:privacy@luxor.it).

#### **PRIVACY POLICY CHANGES**

We reserve the right, at our discretion, to change, modify, add or remove portions of this Privacy Policy at any time. In order to facilitate your review of any changes, the notice will include the date of the update.

Update date

The Data Controller  
**Luxor SpA**

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