

sergio rossi

Pursuant to Article 13 of Regulation (EU) 2016/679 (hereinafter also simply the “GDPR”), Sergio Rossi S.p.A. hereby provide you the privacy notice relating to the processing of your personal data that will be carried out by Sergio Rossi S.p.A. for the purposes of receiving, analyzing, investigating and handling the reports of breaches – pursuant to the Legislative Decree no. 24/23 implementing the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019, on the protection of the person who report breaches of Union Law as well as containing provisions regarding the protection of persons who report breaches of national laws (hereinafter also only the “Decree”) - and that you may make through the channels made available by Sergio Rossi S.p.A..

1. Data controller

The Data Controller of your personal data is Sergio Rossi S.p.A. with registered office in San Mauro Pascoli (FC), Via Stradone, 600/602 (47030) – phone: 0541.813111; fax: 0541. 813345; e-mail: privacy@sergiorossi.com (hereinafter also only “Sergio Rossi” or the “Controller”).

2. Categories of personal data processed

2.1. As part of the procedure of reporting breaches under the Decree, your personal data, provided by you directly at the time of reporting, will be processed:

- personal data: first and last name
- contact data: telephone and e-mail
- data related to your professional life: job role
- data relating to family and/or kinship relationships
- any additional information that might be contained in the text of the report

2.2. Also as part of the procedure of reporting breaches, additional personal data that you yourself might provide are also processed:

- special categories of personal data revealing religious or philosophical beliefs, sexual orientation and/or trade union membership
- personal data relating to criminal convictions and offenses.

3. Purposes of the processing of personal data and legal basis

3.1. Your personal data referred to in paragraph 2. above are processed for the handling of your report of breaches under the Decree by the persons competent to receive and/or follow up the reports and expressly authorized to process the personal data (hereinafter the “Whistleblowing Office”).

The legal basis of the processing of data for the purpose referred to in paragraph 3.1. above is the legal obligation, referred to in the Decree, to which the Controller is subject (Art. 6, para. 1 lett. c), Art. 9 para. 2, lett. b) and Art. 10 of the GDPR).

3.2. Your personal data referred to in paragraph 2. above may be disclosed to persons other than those who constitute the Whistleblowing Office.

The legal basis of the processing of data for the purpose referred to in paragraph 3.2. above is your specific and express consent (Articles 6(1)(a), 9(2)(a) and 10 of the GDPR).

3.3. Should your report lead to the introduction of disciplinary proceedings against the person alleged of the breach (hereinafter “**Involved Person**”), your personal data referred to in paragraph 2. above may be disclosed to the Involved Person if they were indispensable for the purposes of the latter's defense.

The legal basis of the processing of data for the purpose referred to in paragraph 3.3. above is your specific and express consent (Articles 6(1)(a), 9(2)(a) and 10 of the GDPR).

3.4. Should you make the report of breaches during a meeting with the Whistleblowing Office, it - by the said Office - may be documented by recording on a device suitable for storage and listening or by minutes. In the case of minutes, you may verify, rectify or confirm the contents of the minutes by your signature.

The legal basis of the processing of data for the purpose referred to in paragraph 3.4. above is your specific and express consent (Art. 6(1)(a), Art. 9(2)(a) and Art. 10 of the GDPR).

3.5. Should You make a report of breaches by means of the recorded voice messaging system, the said report may be documented by the Whistleblowing Office by recording on a device suitable for storage and listening or by transcription in full. In case of transcript, you may verify, rectify or confirm the contents of the transcript by your signature.

The legal basis of the processing of data for the purpose referred to in paragraph 3.5. above is your specific and express consent (Art. 6(1)(a), Art. 9(2)(a) and Art. 10 of the GDPR).

4. Mandatory or optional nature of the providing of personal data - consequences of any refusal

4.1. The provision of your personal data for the purposes set out in paragraph 3 is mandatory in order to classify your report as Whistleblowing and handle it as such. Failure to provide your personal data will result in the impossibility of handling your report under the provisions of the Decree, except as provided in paragraph 4.2. below.

4.2. The report may, in any case, also be made anonymously and will be taken into consideration exclusively where adequately substantiated, made with full details and documented, that is, where the anonymous report is able to bring out facts and situations by relating them to specific contexts. It is understood that - in the context of anonymous reporting - should your identity subsequently become known and you suffer retaliation, you will enjoy the same protection provided by the Decree for the whistleblower who makes the report by providing his or her personal data.

5. Modalities of the personal data processing

5.1. The processing of your personal data better listed in paragraph 2. will take place in a lawful, correct and transparent manner, for the determined, explicit and legitimate purposes better described above in paragraph 3. It will be carried out in an automated-computer and manual-paper form, with methods and tools designed to ensure maximum security and confidentiality, in particular by the Whistleblowing Office, whose members have been specially designated as authorized persons of the processing and to whom special instructions have been provided.

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5.2. The personal data you provide will not be subjected to solely automated decision-making processes, including profiling.

6. Recipients of personal data

6.1. For the sole purposes indicated in paragraph 3. above, the recipients of your personal data are:

- the members of the Whistleblowing Office who will handle your report as authorized persons having received special instructions pursuant to Articles 29 GDPR and *2quaterdecies* of Legislative Decree No. 196/2003 (hereinafter also only "**Privacy Code**");
- the Board of Directors of Sergio Rossi which, as a result of the preliminary analysis and/or investigation carried out by the Whistleblowing Office, receives a report from the aforementioned Office in order to assess and take the necessary actions;
- the Board of Statutory Auditors in the event that the report concerning the majority of the members of the Board of Directors, as a result of the preliminary analysis and/or investigation carried out by the Whistleblowing Office, is deemed well-founded;
- the Supervisory Board in the event that the report should concern one or more members of the Whistleblowing Office;
- the company providing the recorded voice messaging system;
- external consultants for specific advice necessary for the handling of the report;
- upon specific request or by legal obligation of the Controller, the competent Judicial Authority and/or the National Anticorruption Authority (ANAC), as autonomous data controllers.

6.2. It is understood that if investigative needs require that other persons within Sergio Rossi should be made aware of the content of the report and/or the attached documentation, your identity as a reporter will never be disclosed, nor will elements that may, even indirectly, allow your identification be revealed, unless your specific express consent is given. These individuals, since they may still come to know other personal data, are in any case all formally appointed as authorized processors and specially instructed and trained to do so, as well as required to maintain secrecy and confidentiality on what they learn by reason of their duties.

6.3. Your personal data will not be disseminated.

7. Transfer of personal data

Your personal data will be processed in the Italian territory and in any case within the European Union.

8. Storage of personal data

The reports, including your personal data, will be kept for the time necessary for the processing of the report and in any case no longer than five (5) years from the date of the communication of the final outcome of the reporting procedure.

In the event that the reporting of the breach would result in the initiation of:

- a disciplinary proceeding, the personal data contained in the report will be retained for the duration of the disciplinary proceeding and for ten years after the termination of the employment relationship, unless a longer statute of limitations applies for the disciplinary offense,

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- a criminal proceeding, personal data contained in the report will be retained for the duration of the trial until the judgments become final, except in the case of a longer period depending on the statute of limitations of the offense.

It is understood that personal data received by the Controller but not strictly necessary for the evaluation of the report will be immediately deleted.

9. Rights of the data subject

The GDPR grants you the exercise of the following specific rights:

- (a) the right to request **access** to your personal data together with indications relating to the purpose of the data processing, the category of the personal data processed, the subjects or categories of subjects to whom they have been or will be communicated (with indication on whether such persons are located in third countries or are international organizations), when possible, the retention period of personal data or the criteria used to determine such period, the existence of your rights to rectification and/or cancellation of personal data, limitation to the processing and objection to it, your right to lodge a complaint with a supervisory authority, the source of the data, the existence and the logic applied in case of an automated decision-making process. If you exercise this right, and unless you indicate otherwise, you will receive an electronic copy of your personal data that is being processed.
- (b) the right to obtain:
 - i. the **rectification** of your personal data, if they are inaccurate or incomplete;
 - ii. the **erasure** of your personal data, when one of the grounds set out in Article 17 of the GDPR applies (e.g., your personal data are no longer necessary in relation to the purposes for which they were collected, you decide to withdraw Your consent to the processing - where this is the legal basis - and there is no other legal ground for the processing, you object to the processing and there are no overriding legitimate interests of the Controller, your personal data have been unlawfully processed);
 - iii. the **restriction** of processing of your personal data: 1) for a period enabling data controller to verify the accuracy of your personal data (if the accuracy of the personal data is contested by you); or 2) if the processing of personal data is unlawful and you ask, instead of deleting your Personal Data, for the limitation of the related processing, or 3) when Controller no longer needs your Personal Data, but they are required by you for the ascertainment, exercise or defense of legal claims, or, finally, 4) for the time necessary to evaluate the possible prevalence of the legitimate reasons of the Controller with respect to yours, if you have objected to the processing of your personal data pursuant to point c) below;
 - iv. your personal data in a structured format, commonly used and readable by an automatic device, also to transmit them to another holder, if the processing is based on consent or on an agreement and is done by automated means (so-called right to **data portability**). If you are interested, you can ask Controller to transmit your personal data directly to the other controller, if this is technically feasible.
- (c) the right to **object** to the processing of your personal data, if such processing is carried out pursuant to Article 6.1 lett. (e) (i.e. to execute a task carried out in the public interest or in connection with the exercise of public powers vested in the Controller) or lett. (f) (i.e. to pursue a legitimate interest of the Controller) of the GDPR, unless there are compelling

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legitimate reasons for the Controller to proceed with the processing, pursuant to Article 21 of the GDPR.

- (d) the right to **withdraw your consent at any time**, without affecting the lawfulness of the processing of your personal data based on consent and carried out before its withdrawal.
- (e) If carried out, you also have the right **not to be subject to a decision based solely on the automated processing**, including profiling, which produces legal effects concerning you or, similarly, significantly affecting you, while also having the right to obtain human intervention on the part of the data controller, to express your point of view and to contest the decision.
- (f) If you are not satisfied with the processing of your personal data carried out by Controller, you can **lodge a complaint with the Italian Data Protection Authority**, following the procedures and the indications published on the official website of this authority (www.garanteprivacy.it).
- (g) Any corrections or deletions of your Data or processing limitations on the processing performed upon your request - unless this proves impossible or involves a disproportionate effort - will be **communicated by Controller to each of the recipients** to whom your personal data may have been transmitted, in compliance with the present notice.

The exercise of the preceding rights is not subject to any form and is free of charge. Controller can only ask you to verify your identity before undertaking further actions following your request.

10. Contacts to exercise the data subject's rights and for further information

To exercise your rights and/or to obtain any information regarding this privacy notice, you can send a written communication to: Sergio Rossi S.p.A. with registered office in San Mauro Pascoli (FC), Via Stradone, 600/602 (47030) to the attention of Data Protection Officer ("DPO") or an e-mail to: dpo@sergiorossi.com.

11. Data Protection Officer

The Controller has appointed a Data Protection Officer who can be contacted at the following e-mail address: dpo@sergiorossi.com.

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CONSENT FOR THE PROCESSING OF PERSONAL DATA

I declare to have received complete privacy notice pursuant to art. 13 of the GDPR, concerning the processing of my personal data and my rights and I

Consent / **Not consent**

to communicate my personal data to persons other than the members of the Whistleblowing Office for the purpose of revealing my identity, as further detailed in section 3.2. of the above privacy notice.

Consent / **Not consent**

to the communication of my personal data to the Involved Person in the report submitted by me for the purpose of revealing my identity, in the hypothesis and in the manner better specified in paragraph 3.3. of the above privacy notice.

Consent / **Not consent**

to have my report documented - by the Whistleblowing Office - made in the course of a meeting with the aforementioned Office, either by recording it on a device suitable for storage and listening or by minutes, as better specified in paragraph 3.4. of the above privacy notice.

Consent / **Not consent**

to have my report, made through the voice messaging system, documented - by the Whistleblowing Office - either by recording on a device suitable for storage and listening or or by transcription in full, as better specified in paragraph 3.5. of the above privacy notice.

Date / Place _____

Readable Signature _____