

## **VIOLATION REPORT TO THE OVERSIGHT BOARD (WHISTLEBLOWING POLICY)**

### **WHAT IS IT**

With this whistleblowing policy, any employee or third party can report any problem connected to a lack of respect of our Code of Conduct, of our Organizational Model or of the FINCANTIERI company procedures. The best way to send a report is to include your name, in order to help any verification of the facts and the collection of further information.

### **WHAT TO SAY**

Here are some illustrative, although incomplete, examples of possible reports:

- conflict of interest cases unknown to the company;
- corruption attempt of a third part towards any employee or of any employee towards a third party;
- fraud;
- inappropriate use of the company assets;
- intentional communication of false information to a Public Administration;
- .....

It will not be taken into account any report of ambiguous nature, not detailed or clearly made in bad faith, or with a slanderous and libelous content.

### **HOW TO SAY IT**

You can send your report to:

e-mail: [OdV@Fincantieri.it](mailto:OdV@Fincantieri.it)

mail: Organismo di Vigilanza  
FINCANTIERI S.p.A. c/o CO-AUD  
Via Genova 1 – 34121 Trieste  
RISERVATO OdV

### **SAFEGUARD RULES**

The company ensures the maximum confidentiality to both the source and the information provided, excluding cases of possible legal obligation. FINCANTIERI will avoid retaliation of any kind (disciplinary sanctions, downgrading, suspension, layoff) as well as any discrimination to those company employees who, in good faith, report events or situations connected to the respect of our Code of Conduct, Organizational Model, of our company procedures and legal regulations.