



WHISTLEBLOWING CHANNEL

Agrati has set up information channels that allow all stakeholders (employees, customers, suppliers and partners) to report irregularities or violations of the Code of Ethics and the Organizational Models of the Company as well as of the national and international laws in force.

The whistleblowing tool helps to identify and fight corruption or any form of crime, to protect the Company and its stakeholders from economic and reputational damage, to defend and spread the culture of ethics, legality and transparency and therefore to promote the values that have always characterized Agrati.

If you have witnessed or you are aware of any unlawful conduct, you can report it to Agrati's Supervisory Board via:

- E-mail: supervisory.body@agrati.com
- Report box, installed in every company plant
- Ordinary post to: A.Agrati S.p.A., via Piave, 28/30 - 20837 Veduggio con Colzano (MB), Italy, to the attention of the Supervisory Body
- Meeting with the Supervisory Body, by sending a request to supervisory.body@agrati.com



PROTECTION OF THE WHISTLEBLOWER

The protection of the identity of the whistleblower and the defense against possible retaliatory or discriminatory behavior is the foundation of the whistleblowing procedure.

Supervisory Body guarantees the principles of impartiality, confidentiality and non-retaliation from the moment the report is received.

Whistleblowing data is managed and stored securely and access is limited to the Supervisory Board, its Secretariat and the Head of Internal Audit.



REPORTS

Reports have to be detailed and based on precise and concordant elements, they have to concern facts that are verifiable and known directly to the reporting party, and they have to contain all the information necessary to unequivocally identify the authors of the misconduct.

You can use the following form for reporting.

Criminal, civil or disciplinary responsibility burden on the whistleblower in case of reports that are slanderous or defamatory, manifestly opportunistic, false and/or made for the sole purpose of harming the reported person or other persons.

REPORTING MISCONDUCT AND IRREGULARITIES FORM



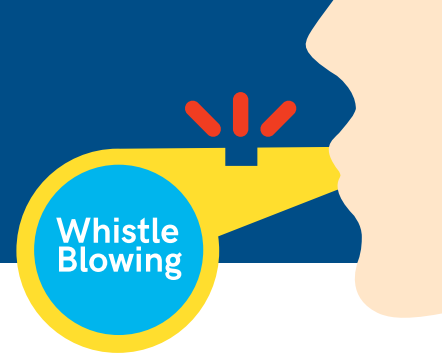
WHISTLEBLOWER DATA

Name and Surname	
Position	
Firm	
Phone / Mobile	
E-mail	

REPORTED CONDUCT

Date or period when the event occurred:	
Physical place where the event occurred:	<p>Office: (indicate name and location)</p> <p>Outside the office: (indicate location and address)</p>
I think that the actions or omissions committed or attempted are:	<ul style="list-style-type: none"><input type="radio"/> criminally relevant;<input type="radio"/> carried out in violation of the Code of Ethics, the Organisation, Management and Control Model, other compliance models or other policy/procedure whose violations are punishable by disciplinary action;<input type="radio"/> likely to cause financial damage to _____<input type="radio"/> likely to cause reputational damage to _____<input type="radio"/> likely to cause damage to the health or safety of employees, citizens or other users, or damage to the environment;<input type="radio"/> likely to cause harm to employees, users or others who carry out their activities at _____<input type="radio"/> other (specify): _____

REPORTING MISCONDUCT AND IRREGULARITIES FORM



Description of the fact
(conduct and event):

Author(s) of the act:

1.

2.

3.

4.

Any other persons that get into the know
of the fact and/or able to report on it:

1.

2.

3.

4.

Supporting documentation, if any:

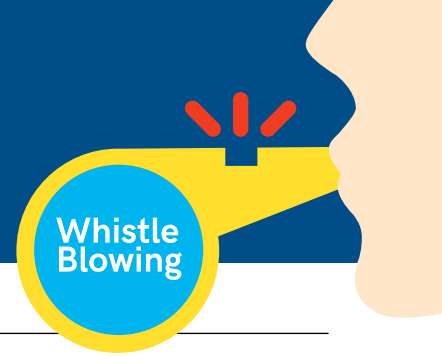
1.

2.

3.

4.

REPORTING MISCONDUCT AND IRREGULARITIES FORM



Consent to communicate my name to the accused¹

YES

NO

Date _____

Signature _____

¹According to the "Whistleblowing Procedure", in case of that consent is not given, the right to confidentiality may be lost if the following conditions are met simultaneously:

- the disciplinary proceeding against the accused is based only on the whistleblowing report;
- knowledge of the identity of the whistleblower is absolutely essential for the exercise of the accused's right of defence in the disciplinary proceedings.