

Whistleblowing is a fundamental corporate compliance tool, through which employees of a company or third parties (e.g. a supplier or a customer) can report, in a confidential and protected manner, any wrongdoing they discover during their activities.

Consequently, **whistleblowing is the practice of reporting violations of laws or regulations - domestic, supranational and international - as well as situations of danger for public health and safety.**

In implementation of the EU Directive 2019/1937 of the Parliament and of the Council, Legislative Decree 24/2023 was published to protect and preserve those who report unfair practices and acts in violation of European and national laws. SuperJet International, in compliance with its legal obligations, considers the adoption of this text to be essential according to the principle that those *"who report threats or prejudices to the public interest of which they have become aware in the framework of their professional activities exercise their right to freedom of expression"*.

Therefore, a policy (PO-G-020 of 15 December 2023, available at this [link](#)) has been defined to protect the identity of the whistleblower together with best practices that can protect whistleblowers from retaliatory or mobbing practices, by managing the information flow according to acceptable levels of risk.

How to make a report:

- Verbally, by requesting a meeting with the Reporting Manager (Dr. Sofia Rodella, Legal and Corporate Affairs Department)
- In writing:
 - E-mail to legal@superjetinternational.com
 - Dedicated internal platform [Superjet International S.p.A. - Whistleblowing \(wbisweb.it\)](#)
 - Whistleblowing platform (<https://whistleblowing.anticorruzione.it>) on the website of the National Anti-Corruption Authority (ANAC)

At each stage of the procedure, the Whistleblower Manager must ensure that the reporter and the persons involved are not identified, that filing obligations are fulfilled, that external persons involved even accidentally in the assessment maintain confidentiality, that appropriate measures are taken to manage any conflicts of interest if the report concerns the recipient.

In compliance with the provisions of the law, SuperJet International **guarantees the secrecy on the identity of the Whistleblower** starting from the receipt of the report and **prohibits** (and sanctions as far as allowed by its powers and faculties) **any direct or indirect form of retaliatory or discriminatory measures and behaviours adopted against the Whistleblower as a result of the report**, including those of omission, even attempted or threatened, as well as those addressed to third parties related to the Whistleblower.