

WHISTLEBLOWING

Our clear commitment to consistent compliance with human rights, laws, regulations, environmental concerns, and internal guidelines includes a willingness to prevent and punish misconduct. To comply with the Italian adoption of the European Whistleblower Directive Scapa Italia, has established a procedure for making those reports under the Directive.

What issues should be reported?

The Directive provides for the right to report breaches of EU law, as well as domestic law that may harm the public interest or the entity's integrity. Examples of these types of violations include:

- Human rights violations
- Bribery (including attempted bribery) or corruption
- Anti-competitive behavior
- Conduct in violation of antitrust law
- Theft
- Embezzlement of material
- Damage to property through embezzlement or fraud
- Violation of data protection and manipulation of documents
- Violation of occupational safety or environmental protection regulations
- Grossly improper social behavior, #MeToo, discrimination, harassment
- Forced and child labor

How to Report

You may make a report on the web by [clicking here](#) or by telephone to by calling 800 727 406. Your report will be directed to Confindustria, an external third-party organization that has been hired to directly review and respond to reports under the European Whistleblower Directive.

Please [click here](#) to see the Whistleblowing Internal Reporting System Procedure.

Data Protection

Please [click here](#) to see the Informative Document on the processing of personal data and how your personal data is handled.