

CHRYSOS

Whistleblowing

Chrysos is constantly committed to promoting an ethical and transparent working environment that is in line with core values. To this end, we put in place the best solutions to ensure that employees, managers, collaborators, third-party partners and all the figures involved in our network comply with high ethical and legal standards.

To this end, Chrysos has adopted a series of guidelines, including the **Code of Ethics, the Organization, Management and Control Model pursuant to Legislative Decree No. 231 of 8 June 2001, the Anti-corruption Policy, the Supplier Code of Conduct, the Health and Safety Policy, the Environmental Policy and other internal policies and procedures**, in order to ensure compliance with applicable laws and regulations.

Transparency is critical to our success, and we encourage everyone in the organization to report any behavior that does not comply with ethical and legal standards in good faith. The Whistleblowing Procedure has been implemented to provide a secure and confidential channel through which potential irregularities can be reported.

May your contribution to the promotion of an ethical environment be fundamental to our collective success. Thank you for your continued commitment.

What to report

Chrysos supports its stakeholders (directors, executives, control bodies, managers, employees and other collaborators, business partners, ...) in reporting any potentially illegal, incorrect or dishonest activity, as well as actions or behaviors that may cause damage or damage, including reputation, to Chrysos itself.

Reporting of actions or behaviors contrary to:

- the Code of Ethics
- the Organisation, Management and Control Model pursuant to Legislative Decree no. 231 of 8 June 2001
- Anti-corruption policy
- the Supplier Code of Conduct
- Health and Safety Policy
- Environmental Policy
- Other internal policies and procedures

Reports other than those provided for by the reference legislation or those indicated herein, in particular those referring to requests and complaints of a commercial nature, will not be processed.

Importantly, Chrysos does not tolerate false or vexatious statements, mere suspicions, rumors, personal complaints, or unfounded claims. Any abuse of this procedure will be subject to disciplinary action.

How to report

To facilitate reporting, we have implemented a web IT platform managed by a specialized third party. This platform guarantees professionalism, discretion and compliance with local regulations for the protection of the confidentiality of the identity of the Whistleblower, the Reported, any third parties or witnesses cited and the facts reported in the report.

Report here:

<https://chrysos.integryalert.com/>

Alternatively, you can:

- **send a paper letter to:**
Whistleblowing Chrysos - Internal Audit
Via Albertoni 10
36060 - Romano d'Ezzelino - (VI) - ITALY
- **write to whistleblowing@chrysos.com**

You can also request a face-to-face meeting with the Referral Manager.

For special situations involving Italian/European companies, there is the possibility of communicating through external channels such as ANAC, judicial authorities or public disclosure.

We recognize that there may be situations where the Whistleblower prefers to remain anonymous.

Chrysos also carefully considers and analyzes anonymous reports, assessing the seriousness, credibility and likelihood that the facts will be confirmed by reliable sources.