

**Disclosure pursuant to Articles 13 and 14 of EU Regulation No. 2016/679 for Whistleblowing reports**

ART FROM ITALY DESIGN DI MONTICONE DARIO & C. S.A.S. - P.IVA 02721590020 - registered office in Via delle Industrie, 40 - 13856 Vigliano Biellese (BI), makes this Notice pursuant to Articles 13 and 14 of the EU Regulation no. 2016/679 (hereinafter <GDPR 2016/6792>), laying down provisions for the protection of persons and Other subjects with regard to the processing of personal data, to all the data subjects to whom the protections established by Legislative Decree 24/2023 (whistleblower, facilitator, people in the same work environment and work colleagues of the whistleblower) and to the whistleblower, We inform you of the following.

<b>The Data Controller</b>	The data controller is ART FROM ITALY DESIGN DI MONTICONE DARIO & C. S.A.S.. PIVA 02721590020 - registered office in Via delle Industrie, 40 - 13856 Vigliano Biellese (BI), ordinary email address info@artfromitaly.it, certified email address artfromitalydesign@pec.it
<b>Who can file a Whistleblowing report</b>	<ul style="list-style-type: none"> <li>• Subordinate Worker</li> <li>• Self-employed person who performs his or her work at it</li> <li>• Worker or collaborator who works for private sector entities that provide goods or services or perform works for the Company</li> <li>• Freelancer/consultant</li> <li>• Volunteer/Trainee</li> <li>• Shareholder/Member</li> <li>• Person with functions of Administration, Management, Control, Supervision or Representation. even when such functions are exercised on a mere de facto basis</li> </ul>
<b>Why personal data are processed</b>	<ul style="list-style-type: none"> <li>• To make a Whistleblowing report</li> <li>• To handle the Whistleblowing report, ascertain the facts that are the subject of the report and the subsequent taking of action</li> <li>• allow ART FROM ITALY DESIGN DI MONTICONE DARIO &amp; C. S.A.S. to communicate with recipients and / or third parties in dependence of the relationship established and the obligations arising therefrom</li> <li>• To fulfill legal obligations or to comply with orders from Authorities</li> </ul>
<b>What personal data are processed</b>	<ul style="list-style-type: none"> <li>• Personal data of the reporter: last name, first name, relationship to the company, country where the alleged violation occurred;</li> <li>• Common personal data that can be obtained from the report, e.g., identification data, place, manner and description of the event; data</li> </ul>

	that enable the Identify the reporter, the reporter, the facilitator, people in the same work environment and co-workers of the reporter involved in the incident, the aggrieved party
<b>The conferment personal data</b>	Providing personal data is required to follow up on a Whistleblowing report
<b>What is the legal basis for the treatment</b>	<p>The Processing of Personal Data is legally grounded:</p> <ul style="list-style-type: none"> <li>On the fulfillment of obligations established by Legislative Decree 24/2023 and the performance of obligations arising from the existing relationship (Art. 6 lett. c) GDPR)</li> <li>On your consent in cases of disclosure of your identity to persons Other than those competent to receive or follow up the reports (art. 12 paragraph 2 Legislative Decree 24/2023), or within the framework of disciplinary proceedings, if the dispute is based, in whole or in part, on the report and knowledge of your identity is essential for the defense of the accused (art. 12 paragraph 5 Legislative Decree 24/2023)</li> </ul>
<b>How, when and where personal data are processed</b>	<ul style="list-style-type: none"> <li>Your personal data is processed through online reporting platform</li> <li>Your personal data are collected and processed and, in any case, no later than 5 years from the date of communication of the final outcome of the reporting procedure</li> <li>The processing location is the registered office of the Data Controller, or any Other location where you and the Data Controller are geolocated</li> </ul>
<b>To whom personal data are disclosed</b>	<p>Your personal data may be disclosed to:</p> <ul style="list-style-type: none"> <li>Data processor</li> <li>Manager of the internal reporting channel, as the person authorized and designated to receive and handle Whistleblowing reports</li> <li>to persons Other than those responsible for receiving or following up on reports who are expressly authorized to process such data</li> <li>to the competent persons in the disciplinary proceedings, as part of the proceedings, if the charge is based, in whole or in part, on the report and the knowledge of your identity is essential for the defense of the accused</li> <li>Judicial Authority, to legally required entities related to Whistleblowing legislation</li> </ul>
<b>Dissemination of personal data</b>	Your personal data are not subject to dissemination
<b>Extra EU transfer of personal data</b>	Your personal data is not transferred to countries outside the European Union or the European Economic Area (so-called Third Countries); for technical needs it could be transferred extra EU with the adequate guarantees provided by the Laws on personal data protection

<p><b>What are the rights of the person concerned</b></p>	<p>At any time, you may exercise pursuant to Articles 15 to 22 of EU Regulation No. 2016/679, the right to:</p> <ul style="list-style-type: none"> <li>• Request confirmation of the existence or non-existence of your personal data;</li> <li>• Obtain information about the purposes of the processing, the categories of personal data, the recipients or categories of recipients to whom your personal data have been or will be disclosed, and, when possible, the retention period;</li> <li>• Obtain rectification and deletion of data;</li> <li>• Obtain restriction of processing;</li> <li>• Obtain portability of data, i.e., receive them from a data controller, in a structured, commonly used, machine-readable format, and transmit them to another data controller without hindrance;</li> <li>• oppose the processing at any time and also in the case of processing for direct marketing purposes;</li> <li>• Oppose automated decision-making related to natural persons, including profiling.</li> <li>• to ask us for access to and rectification or erasure of your personal data or restriction of processing concerning him or her or to Object to its processing, as well as the right to data portability;</li> <li>• revoke consent at any time without affecting the lawfulness of the processing based on the consent given before revocation;</li> <li>• Propose a complaint to a supervisory authority;</li> <li>• Propose a complaint to the Data Protection Authority, following the procedures and directions published on the Authority's official website at <a href="http://www.garanteprivacy.it">www.garanteprivacy.it</a></li> </ul> <p>Where actual and concrete prejudice to the employee's right to confidentiality of identity could result from the exercise of these rights who reports unlawful conduct of which he or she has become aware by reason of his or her office, the data subject may exercise his or her rights under Articles 15-22 EU Reg. 2016/679 GDPR through the Guarantor</p>
<p><b>Security measures</b></p>	<p>The Data Controller has adopted and documented specific and appropriate technical and organizational security measures aimed at minimizing the risk of destruction, loss of personal data, unlawful or incorrect use, unauthorized access, or unauthorized processing permitted or not in accordance with the purposes for which the personal data are processed</p>
<p><b>Special categories Of personal data</b></p>	<p>For Whistleblowing reporting purposes, the Data Controller may process, special categories of personal data that qualify as "special categories of personal data" namely those data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, as well as data relating to health, genetic data, biometric data intended to uniquely identify a natural person, data relating to a person's sexual life or sexual orientation or "relating to criminal convictions and offenses or related security measures"</p>