streparava holding

Whistleblowing - Compliance with Legislative Decree 24/2023

Cosa è il Whistleblowing.

Il whistleblowing, termine inglese che in italiano si traduce generalmente con “segnalazione di illeciti”, è il processo tramite il quale i dipendenti di un’azienda possono segnalare eventuali illeciti riscontrati durante la propria attività in modo riservato e protetto da eventuali ritorsioni. La persona che segnala l’illecito è chiamata “Whistleblower” o, in italiano, “Segnalante”.

What is Whistleblowing?

Whistleblowing is the process through which employees can confidentially report suspected misconduct or wrongdoing within the company, without fear of retaliation. Individuals who report misconduct are called whistleblowers.

When Does Whistleblowing Apply?

Whistleblowing applies to the reporting of illegal activities, often with criminal implications, including but not limited to:

- Corruption
- Fraud
- Tax evasion
- Corporate crimes
- Money laundering
- Workplace accidents
- Environmental crimes
- Violations of public procurement regulations, market protection, and competition laws
- Breaches of public health regulations

When Does Whistleblowing NOT Apply?

Whistleblowing does not apply to:

- Reports of non-conformities, service failures, or hazards that are already covered by internal company procedures related to quality, safety, and the environment.
- Personal or collective grievances related to employment (e.g., salary disputes, discrimination). These issues should be addressed through established internal procedures or with the assistance of labor representatives.

How to Report Misconduct

To make a report, please send an email to the following addresses, specific to each company:
For Streparava Spa and Streparava Holding Spa: streparava.segnalazioni@studio-231.it
For Spt Srl spt.segnalazioni@studio-231.it
For BPT Srl borroni.segnalazioni@studio-231.it
For Streparava SMT Srl smt.segnalazioni@studio-231.it

These email addresses are hosted on a domain outside of Streparava's control to ensure confidentiality. The Supervisory Body has exclusive access to these inboxes.

Your report should include:

- Your identity
- A clear and comprehensive description of the misconduct
- The time and place where the misconduct occurred
- The identity of the individuals involved
- Any supporting documentation
- Any additional information that may be relevant

Obligation to Act in Good Faith

To be protected, whistleblowers must act in good faith. This means reporting information that they believe to be true and providing any requested information or documentation to assist in the investigation.

Sanctions for False Reporting

Whistleblowers who knowingly make false reports or who act with malicious intent to harm the company or others may be subject to disciplinary action.

Protecting Your Confidentiality

To protect your privacy:

- Do NOT use company computers or phones. Use your personal devices.
- Do NOT include company contact information. Provide personal contact details.