

Information regarding the law whistleblower 361/2022

1. WHO CAN FILE A Whistleblower?

Right to report a violation through the internal reporting channel at GOPET ROMANIA S.R.L. you have, if you are a whistleblower within the meaning of Art. 3, para 7 of the Whistleblower law no 361/2022, published 2022, in force from 17.12.2023, namely, a natural person who files a report on a violation that became known to him in his capacity as:

- a) A worker, employee or other person who performs hired work at GOPET ROMANIA S.R.L., regardless of the nature of the work, the method of payment and the source of financing;
- b) A person who works without an employment relationship and/or exercises a free profession and/or craft activity (For example: a person providing consulting services, etc.)
- c) Volunteer or intern at GOPET ROMANIA S.R.L.,
- d) A person who works for a natural or legal person, its subcontractors or suppliers of GOPET ROMANIA S.R.L
- e) A candidate for a job at GOPET ROMANIA S.R.L, who received information about a violation in this capacity
- f) A worker or employee of GOPET ROMANIA S.R.L, when the information was received within the framework of an employment relationship that was terminated at the time of the submission of the report or of the public announcement
- g) Any other whistleblower who reports a violation that became known to him in a work context.

2. WHAT ARE THE SUBJECT AREAS OF SIGNALS FOR VIOLATIONS UNDER Whistleblower law?

Violations reports filed under the order of Whistleblower law in GOPET ROMANIA S.R.L should refer to violations of Romanian legislation or acts of the European Union, related to the activity of GOPET ROMANIA S.R.L

3. TO WHICH PERSONS ARE PROVIDED PROTECTION UNDER Whistleblower law?

Protection under Whistleblower law is granted to the persons who filed the report, upon cumulative fulfillment of the conditions :

- a) to be one of the persons making reports according to the provisions of art. 2 paragraph 1 of law 361/2022 and who obtained information about violations of the law in a professional context;
- b) to have had good reasons to believe that the information regarding the reported violations was true at the time of reporting;
- c) to have made an internal report, an external report or a public disclosure.

Protection under the law is also granted to the persons who assist the whistleblower in the whistleblowing process, individuals who are associated with the whistleblower and may be subject to retaliatory actions as a result of the whistleblower, and entities in which the whistleblower owns an interest, works for, or is associated with otherwise in a work context.

4. WHAT IS THE ORDER AND METHOD OF SUBMITTING SIGNALS?

In view of the possibility of quickly preventing a violation or removing the consequences of a violation falling within the scope of Whistleblower law, the signal should be submitted through the internal reporting channels established in GOPET ROMANIA S.R.L and more specifically: in writing, including by e-mail or verbally.

Reporting in writing:

- by mail to the following email address: privacy-ro@gopettrans.com
- by courier to the address of GOPET ROMANIA S.R.L: city of Bucharest, street Splaiul Independentei, no 319L, building Bruxelles, entrance C, district 6, with the text "signal on Whistleblower law " written on the envelope.

Verbal reporting:

Verbal reporting can be done by phone ((+40 21 242 9849/453), by other voice messaging systems, and at the request of the reporting person - through a personal meeting within a suitable period agreed between the parties. A responsible person under Whistleblower law documents the verbal report by filling in a form that is signed by the person making the report. If the reporting person refuses to sign the form, this is noted on the appropriate place in the same.

Within 7 days of receiving the report, an officer responsible for reviewing it will confirm receipt and provide you with information to register the report and its Unique Identification Number and date of receipt of the signal. This unique identifier is applied to any subsequent information or communication related to the alert.

5. WHAT PROTECTION DOES THE LAW PROVIDE FOR Whistleblowers?

The law prohibits any form of retaliatory action against whistleblowers and other protected persons that is repressive and puts them in a disadvantageous position, as well as threats or attempts to do so. Forms of retaliation include, but are not limited to, dismissal, demotion or delay in promotion, change in location or nature of work, reduction in pay, negative performance evaluation, including in a job recommendation, disciplinary action, discrimination, early termination of a contract, damages, including to the person's reputation, or financial losses, including loss of business and loss of income, termination of a license or permit. In case of violation of this prohibition, the reporting person has the right to compensation for the material and non-material damages suffered. Damages caused to the whistleblower in connection with the whistleblower's whistleblower or publicly disclosed information are considered intentional until proven on the contrary.

IMPORTANT!

Reports submitted by an individual, personally or through a proxy with an express written power of attorney (notarization not required) are considered. When submitting a report by proxy, the original power of attorney is attached to the report. Proceedings are not instituted for registered anonymous reports or reports relating to violations committed more than two years ago. Registered reports that do not fall within the scope of Whistleblower law and the content of which does not give grounds to be considered plausible. Within the statutory period after registration of a signal, the whistleblower is provided with information about the registration of the signal and its Unique Identification Number as well as the date of registration of the signal. Any subsequent information or communication related to the alert shall apply to that Unique Identification Number.

Correspondence between the persons responsible for considering the signal and the sender of the signal is carried out in a manner previously agreed upon between the parties, and if such cannot be agreed upon - by the way the signal was received or at the address specified in the signal, subject to compliance with the requirements of Whistleblower law for protect the identity of the sender. Registered reports containing obviously false or misleading statements of fact are returned with an instruction to the whistleblower to correct the statements and the responsibility he bears for persuasion under Art. 326 of the Criminal Code. According to Art. 29 of Whistleblower law stipulates fines for unscrupulous whistleblowers containing false information!

6. CONFIDENTIALITY

Only the relevant employees of GOPET ROMANIA S.R.L have access to the personal data contained in the reports of violations, responsible for considering the relevant report in compliance with the "need to know" principle in fulfilment of functional duties and/or a specifically assigned task. Signals are processed in compliance with the obligation of confidentiality arising from Art. 8 of Whistleblower law. Personal data that are clearly not relevant to the consideration of the specific report are not collected, and if they are accidentally collected, they are deleted.