



Privacy Notice pursuant to Article 13 GDPR

This notice – to be understood as an information notice pursuant to Articles 13 and 14 of Regulation (EU) 2016/679 (hereinafter the “Regulation”) – is provided by Aindo S.p.A. for the purpose of informing you about the use of the personal data of whistleblowers, reported persons and any other third parties involved (hereinafter also the “Data Subjects”), in relation to the management of Aindo’s whistleblowing reports.

Identity and contact details of the Data Controller and the Data Protection Officer (DPO)

Your personal data will be processed, as Controller, by Aindo S.p.A. (hereinafter the “Controller”), with registered office at Località Padriciano 99, 34149 Trieste (TS) · Tax Code / VAT No. 01313960328 - REA TS 203253.

The Controller has appointed a Data Protection Officer (“DPO”), who can be contacted by sending an e-mail to dpo@aindo.com.

Types of personal data processed

Following a report, the Controller may become aware of the following personal data (relating to the whistleblower, if the report is not anonymous, and possibly to the reported person and/or other third parties mentioned in the report):

- First name, last name, date of birth and e-mail address of the whistleblower together with any other information they may wish to provide such as telephone number, postal address, etc.;
- Voice recording/voiceprint of the whistleblower, if the whistleblower chooses to use the voice recorder tool;
- First and last name of the reported person and/or of third parties, company and corporate department of affiliation, as well as any other information relating to them that the whistleblower decides to share in order to better substantiate the report;
- Any information relating to the reported person concerning events connected to the commission of offences or to criminal proceedings. Such data will be processed in accordance with the applicable legislation and, in particular, pursuant to Article 10 of the Regulation.

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The report must not contain facts irrelevant to it, nor special categories of personal data as referred to in Article 9 of the Regulation, except where this is unavoidable and necessary for the purposes of the report.

Purposes of the processing and legal basis

As indicated in the procedure, the reports and the data relating to them will be received by the Whistleblowing contact person.

Pursuant to Article 6(1)(c) and (f) of the Regulation, all personal data collected under this processing are strictly functional and necessary to comply with a legal obligation to which the Controller is subject, with regard to the obligation to establish one or more channels for the transmission of substantiated reports of unlawful conduct pursuant to Article 6, paragraph 2-bis of Legislative Decree 231/2001, and for the pursuit of the Controller's related legitimate interest in maintaining the integrity of the corporate organisation as well as preventing and suppressing wrongdoing.

Should the report contain special category data, such data will be processed by the Controller pursuant to Article 9(2)(b) of the Regulation, in order to allow the Controller to fulfil specific obligations and exercise specific rights in the field of employment law and, where applicable, also pursuant to Article 9(2)(f), in order to allow the Controller to establish, exercise or defend legal claims.

Methods of processing

Processing will take place in line with the above purposes and, in any case, so as to ensure the security and confidentiality of the data. In particular, transmission of the data provided by the whistleblower via completion of the form on the platform is managed using the https protocol. "Asymmetric" encryption techniques are also applied through a public/private key pair assigned to each user, thereby ensuring the confidentiality of the information transmitted.

Retention of personal data

The reports and the personal data relating to them will be retained for no longer than five (5) years from the closure of each report, except where judicial and/or disciplinary action is initiated against the reported person or the whistleblower; in such cases the personal data may be retained until the final conclusion of the judicial and/or disciplinary proceedings, even if this occurs after the expiry of the five-year period.

Transfer of data abroad

Any personal data communicated will not be transferred abroad.

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Scope of disclosure of the data

As indicated in the procedure, the reports and the data relating thereto will be received by the external Whistleblowing contact person and, if necessary, by the competent Supervisory Body (“Organismo di Vigilanza”) of the Controller.

For the above purposes, your data may also be communicated by the Controller:

- To third parties that carry out part of the processing activities and/or activities connected and instrumental thereto on behalf of the Controller. Such parties will also be appointed as processors pursuant to Article 28 GDPR. Among these is the company True Solutions srl, registered in Italy with VAT No. IT14288140966, which provides and manages the technological platform used for submitting reports;
- To individual employees and/or collaborators of the Controller who have been entrusted with specific processing activities regarding your personal data. Such individuals have been given specific instructions on security and proper use of personal data and are designated as persons authorised to process personal data under the direct authority of the Controller or the Processor;
- To the Judicial Authority or other external Authorities for the necessary investigations, in the manner required by applicable legislation.

Your personal data will not otherwise be disseminated to unspecified recipients nor published.

Data subject rights

The Controller acknowledges your ability to exercise the rights referred to in Articles 15 et seq. of the Regulation (i.e. right of access to personal data, rectification or erasure thereof, restriction of processing, portability of personal data, objection on grounds relating to your particular situation).

Furthermore, in the manner and within the limits provided by the applicable legislation, you have the right to lodge a complaint with the Data Protection Authority pursuant to Article 77 of the Regulation. Your rights may be exercised by contacting the Data Protection Officer by e-mail or by writing to the Controller itself, by e-mail or ordinary mail, at the addresses specified in this notice. Through the same contact details you may request the updated list of the processors appointed from time to time by the Controller.

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Pursuant to Article 2-undecies of Legislative Decree 196/2003 (Privacy Code), please note that the above rights may not be exercised by making a request to the Controller, nor by lodging a complaint pursuant to Article 77 of the Regulation, where the exercise of such rights could result in an actual and concrete prejudice to the confidentiality of the identity of the person who reports violations of which he or she has become aware by reason of his or her employment relationship or the functions performed. The exercise of the same rights may in any case be postponed, limited or excluded for as long as this constitutes a necessary and proportionate measure, taking into account the fundamental rights and legitimate interests of the data subject, in order to safeguard the confidentiality interests of the whistleblower. In such cases, the data subject's rights may also be exercised through the Italian Data Protection Authority ("Garante") in accordance with Article 160 of the Privacy Code.

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