

It is mandatory for the Company that the Organizational Model contains (in accordance with Law 179/2017 amending Article 6 of Legislative Decree 231/2001, paragraph 2 bis):

- a) one or more channels that enable the individuals indicated in Article 5, paragraph 1, letters a) and b), to submit, in protection of the integrity of the entity, detailed reports of illicit conduct, relevant pursuant to the present decree and based on precise and consistent factual elements, or violations of the entity's organizational and management model, which they have become aware of due to the functions they perform; such channels ensure the confidentiality of the whistleblower's identity during the handling of the report;
- b) at least one alternative reporting channel that guarantees, through electronic means, the confidentiality of the whistleblower;
- c) a prohibition of retaliatory or discriminatory acts, whether direct or indirect, against the whistleblower for reasons related, directly or indirectly, to the report;
- d) within the disciplinary system adopted in accordance with paragraph 2, letter e), sanctions against those who violate the protective measures for the whistleblower, as well as against those who submit reports that are found to be unfounded, either maliciously or through gross negligence;

**2-ter** The adoption of discriminatory measures against individuals who make the reports as per paragraph 2-bis may be reported to the National Labor Inspectorate, for the competent actions, by the whistleblower as well as by the trade union organization designated by the whistleblower. (Paragraph introduced by Article 2 of Law No. 179/2017)

**2-quater** Retaliatory or discriminatory dismissal of the whistleblower is null and void. Also, the alteration of duties pursuant to Article 2103 of the Civil Code, as well as any other retaliatory or discriminatory measure adopted against the whistleblower, is void. It is the employer's responsibility, in cases of disputes related to the imposition of disciplinary sanctions, demotions, dismissals, transfers, or the subjecting of the whistleblower to any other organizational measure that has negative, direct or indirect, effects on working conditions, subsequent to the report being made, to demonstrate that such measures are based on reasons unrelated to the report itself.

Cam Srl, with the aim of counteracting violations of the 231 model, violations of European Union law, and conduct relevant pursuant to Legislative Decree 231/2001, has activated the following dedicated channels, aimed at allowing interested parties to report any unlawful activities relevant under the Whistleblowing Decree (Legislative Decree No. 24/2023):

- Submission of the report via email to the responsible person at the company:  
[alberto.bosco@cam-carmagnola.com](mailto:alberto.bosco@cam-carmagnola.com)
- Sending and reporting via postal mail in a sealed envelope addressed to the responsible person:  
C.A.M. Srl Via Monteu Roero 12/4 – 10022 CARMAGNOLA (TO) – C.A. Dr. Alberto Bosco

The competent office of Cam Srl, in compliance with Legislative Decree No. 24/2023, is committed to ensuring the confidentiality of the whistleblower, the report, and the individuals involved in it.

Carmagnola, 17/12/2023

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