

Reporting Violations and Whistleblower Protection

Our goal is to protect and encourage our employees and associates to report any misconduct, irregularities, or illegal activities occurring within our organization without fear of retaliation. This policy stems from our values, which promote a fair and transparent company culture that prevents corruption and misconduct.

Who can be a whistleblower?

A whistleblower can be an employee, former employee, contractor, intern, trainee, supplier, contractor, or any other individual who has information about a legal violation in a work-related context.

What violations should be reported?

Reports should include any actions or omissions that are illegal or aimed at circumventing the law as described in the Whistleblower Protection Act, including matters related to corruption, product safety and compliance requirements, environmental protection, privacy and personal data, the internal market of the European Union, including public law competition rules and state aid, as well as corporate taxation.

What information should be included in the report?

The report should include a description of the violation and the individuals involved in the most detailed and precise manner possible. If available, evidence and documents supporting the allegations should also be provided. Please also include your contact details so that we can provide feedback on the acceptance of the report and the outcome of its examination.

How to submit a report?

Reports should be sent to the email address: sygnalista@amada.pl

What is the procedure for handling reports?

Reports are received and reviewed by an impartial committee within the company's organizational structure. Within 7 days of receiving the report, the whistleblower will receive confirmation of its acceptance. The whistleblower will also be informed of the actions taken during the investigation within three months of the confirmation of acceptance of the report. Committee members are obligated to keep the identity of the whistleblower and information related to the report or its verification confidential. Personal data of the whistleblower will not be disclosed to unauthorized persons. We also take all other necessary actions to prevent retaliatory actions against whistleblowers.

How is personal data contained in the report processed?

The data controller for the personal data of the whistleblower, as well as individuals mentioned in the report, is Amada sp. z o.o. We encourage you to read the detailed information about the processing principles:

LINK: [klauzula RODO_sygnalista](#)

LINK: [klauzula RODO_inne osoby](#)