

INFORMATION TO THE WHISTLEBLOWER



The Vicat Group has created an on-line form on its website allowing its employees and partners to alert, in good faith and disinterested manner, about a situation where they know or suspect the law and / or the Code of Ethics is being or has been violated. This form is proposed to the discretion of its employees, who will never be subject of sanctions for not having used it.

RECEIVING AND PROCESSING THE ALERT IN A CONFIDENTIAL MANNER

Whistleblowing is dealt with by the Group's Compliance and Legal departments and, which handle the matter confidentially, in accordance with the requirements of the law. In order to ensure the accuracy of the deferred events and to instruct them, Group's General Management and Compliance team may ask the employees of the Group to give testy and cooperate with them.

WHISTLEBLOWER PROTECTION

The Group will tolerate no act of reprisal against any person who has blown the whistle in good faith or has assisted the Group in its investigation regarding a presumed or proven that has been drawn to its attention by means of the website, even if the whistle is subsequently inaccurate or does not give rise to any follow-up. On the other hand, any persons who knowingly and maliciously blow the whistle untruthfully and deceitfully expose themselves to disciplinary sanctions, possibly including dismissal, as well as prosecution.

INFORMATION PRIORITY TO THE GROUP

Blowing the whistle is prioritized to the knowledge of the Group's Compliance team, before any external diffusion to the group.

PERSONAL DATA PROTECTION

The Group will keep the data transmitted by the whistleblower, as well as all the information gathered during the investigation, in accordance with the law on the personal data protection.

Rights of the whistleblower
www.defenseurdesdroits.fr