

Privacy notice pursuant to Article 13 of Regulation (EU) 2016/679 (GDPR) for data subjects in relation to the management of whistleblowing reports

Pursuant to Regulation (EU) 2016/679 ("GDPR"), the Berlin Packaging group provides this privacy policy (the "**Privacy Policy**") to describe how Personal Data (as defined below) is processed in the context of the management of whistleblowing Reports (as defined in the Policy) according to the procedure given in the *Whistleblowing Policy* (the "**Policy**") and including the processing by a dedicated IT platform (hereinafter, the "**Portal**") through which Reports can be filed. This Privacy Policy is rendered for this processing activity only and may be subject to variations and, consequently, updated at any time.

Personal Data provided at the time of making a Report and/or contained in the Reports will be processed in accordance with the principles of fairness, lawfulness, transparency and the rights of all concerned, in compliance with the confidentiality obligations imposed by the regulations on the processing of personal data as well as those provided for in the Applicable Regulations (as defined in the Policy).

The provision of the Whistleblower's Personal Data in the Portal, as well as in the case of making a Reports in oral form as provided for in the Policy, is not mandatory; in fact, it is possible to make a completely anonymous Report and, in this case, there will be no processing of the Whistleblower's Personal Data by the Data Controller.

Upon filing a Report, when made through the Portal or through a telephone operator, an access number identifying the Report, coupled with a password chosen by the user, will be issued, which will allow the Whistleblower to check the status of the Report.

1. IDENTITY AND CONTACT DETAILS OF THE DATA CONTROLLER

The Data Controller is the company of the Berlin Packaging group, among those identified in Annex A to this Privacy Policy, with respect to which the data subject makes the Report (the relevant company, hereinafter, the "**Data Controller**").

To exercise any of the rights granted by the GDPR to data subjects vis-à-vis any of the Data Controllers, it is necessary to send an e-mail to the e-mail address privacy.eu@berlinpackaging.com.

2. CATEGORIES OF PERSONAL DATA PROCESSED

The Data Controller will process Personal Data related to the Whistleblower, in particular name, surname, e-mail address, telephone number and cell phone number, should they be provided when making the Reports. The personal data of the Reported Person (as defined in the Policy) will also be processed, as well as all other personal data - also referable to third parties - that may be contained in the Report, in the documentation attached to the Report or collected in the course of the management activities of the Report, including, for example, anagraphic data, any contact data, work position and any video/audio images voluntarily made available in connection with the Report (the personal data subject to the processing activities referred to in this Privacy Policy, jointly the "**Personal Data**").

3. PURPOSES OF THE PROCESSING

Personal Data will be processed by the Data Controller for the following purposes:

- a. to manage properly the Reports and, therefore, to comply with legal obligations, including the fulfillment of the requirements of the Whistleblowing Directive (as defined in the Policy)¹ and the other Applicable Regulations², in the cases and under the terms provided therein;
- b. to enable the Data Controller to carry out its internal control, monitoring of business risks, and the possible review and streamlining of internal processes;
- c. to ascertain, exercise or defend a right or legitimate interest of the Data Controller.

4. LEGAL BASIS FOR THE PROCESSING OF PERSONAL DATA

With reference to the above purposes, the legal basis is the fulfillment of legal obligations of the Data Controller, as well as the pursuit of a legitimate interest of the Data Controller.

5. RECIPIENTS OF PERSONAL DATA

Personal Data will be processed by the components of the Ethics Committee, which acts on the basis of specific instructions regarding the purposes and methods of processing, ensuring the absolute confidentiality of Personal Data. For the Italian companies of the Berlin Packaging group, if the Report or the information received by the Ethics Committee is related to violations inherent to the offenses referred to in Italian Legislative Decree 231/2001 or to violations of the Data Controller's Organizational Model, Personal Data will also be processed, in accordance with the Policy, by the members of the Supervisory Board as an independent data controller.

Where the Whistleblower makes an anonymous Report, including through the use of the Portal, there will be no processing of Personal Data about him or her by the Data Controller and the Ethics Committee, and they will not be able to trace the identity of the Whistleblower.

Personal Data could, in addition, be processed by third parties, external to the Ethics Committee - in accordance with the Policy and provided that it is necessary for the pursuit of the purposes of the processing referred to in Article 3 above -, such as internal functions of Berlin Packaging group companies, external consultants and, in general, individuals who are involved in the stage of investigation on the Report, as well as by bodies, entities or Authorities to which the disclosure of Personal Data is mandatory by provision of law or regulation.

In the cases described above, such recipients of Personal Data may, where necessary, be specifically appointed as authorized persons for the processing pursuant to Article 29 of the GDPR.

Personal Data will, in addition, be processed by the provider of the Portal, as well as by the other parties appointed as data processors pursuant to Article 28 of the GDPR. The data processors will be specifically identified by the Data Controller, who will provide specific instructions on the methods and purposes of processing and ensure that they are subject to the obligations of confidentiality appropriate to the processing.

6. METHODS OF PROCESSING AND PERSONAL DATA STORAGE

Where the processing of Personal Data is carried out by informatic and electronic means, these will respond to logics of organization and processing strictly related to the purposes indicated above and will in any case be such as to ensure the security, integrity and confidentiality of the Personal Data in compliance with the provisions of the law in force.

¹ Direttiva (UE) 2019/1937 del Parlamento europeo e del Consiglio, del 23 ottobre 2019, riguardante la protezione delle persone che segnalano violazioni del diritto dell'Unione.

² Per una panoramica delle normative locali adottate negli Stati membri in cui hanno sede i Titolari, si rimanda all'Allegato 2 della Policy.

In particular, the Personal Data provided by the Whistleblower in the form on the Portal (name, e-mail address, telephone number, cell phone number) will be managed separately from the possible Report; the possible association of the identity of the Whistleblower with the Report may be carried out exclusively by the Ethics Committee, in the cases and under the terms contemplated by the regulations and in accordance with the Policy.

7. PERSONAL DATA RETENTION PERIOD

Personal Data will be retained for as long as necessary in relation to the management of the Report under the Policy and the fulfillment of legal obligations, and in any case, for no longer than 5 years from the date of communication of the final outcome of the Report management procedure.

8. PLACE OF DATA PROCESSING AND TRANSFERS OUTSIDE THE EEA

Personal Data is processed within the European Union. Whenever Personal Data is to be transferred outside the European Economic Area (EEA) and, in particular, to states that do not benefit from an adequacy decision of the European Commission, the Data Controller will subscribe to the standard contractual clauses adopted by the European Commission and will take all further appropriate and necessary technical and organizational measures to ensure an adequate level of protection of such Personal Data and, in any case, at least equal to that guaranteed within the European Economic Area.

9. RIGHTS OF THE DATA SUBJECTS

With a communication to be sent to privacy.eu@berlinpackaging.com, the data subjects may, in a manner and time compatible with the protection of the confidentiality of the Whistleblower and with the requirements related to the proper management of the Reports, exercise the rights set forth in Articles 15 to 22 of the GDPR, including knowing which Personal Data are being processed, in what manner and for what purposes they are being used by the relevant Data Controller, as well as modify the Personal Data provided or delete them, request to limit their use, if the conditions are met.

In order to exercise the aforementioned rights, as well as to obtain more detailed information about the subjects or categories of subjects to whom the data are communicated or who become aware of them, data subjects may submit a written request to the e-mail address indicated in section 1 of this Privacy Policy and in the preceding paragraph of this section.

When the conditions are met, it is always possible to apply to the Data Protection Authority of the State of habitual residence.

ANNEX A

Information on the data controllers

DATA CONTROLLER	REGISTERED OFFICE
BERLIN PACKAGING ITALY S.P.A.	Viale C. Colombo, 12/14 - 20090 Trezzano Sul Naviglio (Milan), Italy
PREMI S.P.A.	Via Gera, 16/18 - 20060 Gessate (Milan), Italy
BERLIN PACKAGING FRANCE SAS	470 Promenade des Anglais, 06200 Nice, France
BERLIN PACKAGING GREECE S.A.	Industrial Area of Larissa, 41500, Municipality of Larissa, Greece
BERLIN PACKAGING NETHERLANDS B.V.	Bijsterhuizen 2401 Wijchen, 6604 LK, The Netherlands
BERLIN PACKAGING IBERIA S.L.U.	Cordóba, CTRA Cordóba-Màlaga Km 44, Montilla 14550, Spain
BERLIN PACKAGING INDUSTRIAL & FLEXIBLES NL B.V.	Coldenhovenseweg 79, 6961 EC Eerbeek, The Netherlands