

Rules for protection of identity and protection against retaliation

Thank you for making a report! Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik will use its best efforts to investigate and respond to each report.

Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik provides whistleblowers with protection from retaliation or other types of unfair treatment. Protection is afforded to whistleblowers and their relatives, as well as those who provide support in making the report.

All reports, both those made openly and anonymously, will be treated as confidential and handled with due diligence. To ensure the fullest possible protection, the system allows the reporting person to provide personal and contact information.

I. Kraśniku Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik ensures confidentiality and identity protection

1. Identity protection is provided for personal data of:
 - a. reporting person,
 - b. persons concerned;
 - c. facilitators
 - d. persons related to the reporting person (e.g., family members of the reporting person).
2. Protection measures shall include the use of technical and organisational solutions (including, but not limited to, encryption, access control and, where appropriate, anonymisation and deletion) to ensure that the personal data of the persons referred to in point 1 above is stored in accordance with the relevant data protection legislation.
3. **Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik** ensures that each person involved in the receipt or follow-up process is appropriately authorized and required to maintain the confidentiality of all information obtained in relation to the report under pain of disciplinary action.
4. **Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik** will not disclose the identity of the reporting person unless required to do so by generally applicable law or the reporting person has consented to disclosure of identity.

II. Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik prohibits retaliation

1. **Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik** prohibits any retaliation against reporting persons, facilitators, or persons related to the reporting person. In particular, these individuals may not be harassed in any way, either by their supervisors or other employees of **Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik** or subjected to disciplinary or financial liability, as a result of reporting.
2. Retaliatory actions are, in particular:
 - 1) denial of employment relationship;
 - 2) termination or cancellation of an employment relationship;

- 3) failure to convert probationary period employment contract into a temporary employment contract, failure to renew temporary employment contract or failure to convert a temporary employment contract into a permanent one, where the worker had legitimate expectations that he or she would be offered permanent employment;
 - 4) reduction in wages;
 - 5) withholding of promotion or omission from promotion;
 - 6) omission in granting work-related benefits other than wages;
 - 7) demotion;
 - 8) suspension, lay-off, dismissal or equivalent measures;
 - 9) transfer of present duties to another employee;
 - 10) adverse change of location of place of work or change in working hours;
 - 11) negative performance assessment or employment reference;
 - 12) imposition or administering of any disciplinary measure, reprimand or other penalty, including a financial penalty;
 - 13) withholding participation in or omission from participation in training courses that improve professional qualifications;
 - 14) mobbing;
 - 15) discrimination;
 - 16) unfavourable or unfair treatment;
 - 17) suspension of participation or omission when selecting for participation in training to improve professional qualifications;
 - 18) unjustified psychiatric or medical referrals, if separate regulations provide for the possibility to refer the employee for such examination;
 - 19) blacklisting on the basis of a sector or industry-wide informal or formal agreement, which may entail that the person will not, in the future, find employment in the sector or industry;
 - 20) causing financial loss, including economic loss, or loss of income;
 - 21) causing other non-material damage, including infringement of personal rights, in particular the good name of the whistleblower.
3. Retaliation includes threats or attempts to take actions as described in point 2 above.
 4. Acts of retaliation are not retaliatory if **Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik** proves that it had objective reasons for using them, especially if it did not know the identity of the reporting person.

Detailed rules for submission and processing of reports are presented in the Procedure for conducting Investigations.

If you have any questions, please contact (possible also anonymously) with the Administrative and Legal Department of Fabryka Łożysk Tocznych – Kraśnik S.A. with its registered office in Kraśnik via the chat available when checking the status of your report*.

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*** How to check the status of your report?**

- **Step 1:** Click on the "Check the status of your report" link (available on the <https://fltkrasnik.vco.ey.com> welcome page);
- **Step 2:** Enter the token you received when making your repost. If you enter your email address, you will also find the token in your confirmation email.
- **Step 3:** Type your question in the chat window.

Step 1

Step 2

Step 3

EY Virtual Compliance Officer

Hello!

There's something bothering you, but you want your information to remain confidential?

Add new report

Check updates for your report

Language

View updates for your report

Enter the token you received when submitting your report to anonymously view report updates.

Token

Confirm

Dialogue with the whistleblower

You have not started the conversation yet.