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WHISTLEBLOWING PRIVACY NOTICE			

B. Kolormakeup & Skincare S.p.a. SB has adopted a whistleblowing management system for unlawful conduct (referred to as the “whistleblowing platform”) for any conduct of employees and collaborators of B. Kolormakeup & Skincare S.p.a. SB that are in breach of

- the Company’s Code of Ethics
- laws, regulations and provisions of Authorities
- internal rules
- the Model 231 and the Compliance Models


and in any case conduct that may harm or jeopardise the image of the Company in compliance with Legislative Decree no. 24/2023 – Directive (EU) 2019/1937 on the protection of those who report a breach of Union law and provisions whose objective is to protect those who report a breach of national regulations (the so-called “**Whistleblowing Decree**”).

The system was created pursuant to the General Data Protection Regulation (EU) 2016/679 (“**GDPR**”), and as a consequence B. Kolormakeup & Skincare (hereinafter, the “**Company**” of the “**Data Controller**”) provides this informative notice regarding the processing of your personal data and the management of any whistleblowing reports that you may submit to the Company.

Whistleblowing reports cover the following areas:

- administrative, accounting, civil or criminal unlawful conduct pursuant to Legislative Decree 231/2001;
- breaches of internal rules of the Company, such as:
 - the Organisational, management and control model adopted by the Company pursuant to the Italian Legislative Decree No. 231/2001.
 - the Code of Ethics;
 - National collective agreements and more generally, internal rules (procedures, policies, operating instructions, etc.);
- breaches of European provisions that consist in:
 - actions or omissions that harm the financial interest of the Union;
 - actions or omissions concerning the internal market;
 - actions or conduct that undermine the subject-matter and purposes of Union’s acts in the above-mentioned sectors;
- breaches of national and European provisions consisting of offences concerning by way of example, but not limited, the following sectors:
 - public procurements;
 - services, products and financial markets and money laundering prevention and the funding of terrorism;
 - safety and conforming of products;
 - transport safety;

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- environment protection;

Whistleblowing reports are gathered digitally through the “whistleblowing platform”.

For more information regarding this informative notice or the processing of your personal data, you may contact the Data Controller at any time at the contact details provided hereafter.

1 Data Controller

The Data Controller is: B. Kolormakeup & Skincare S.p.a. SB, Via Canonica, 79/A, Suburb Geromina - 24047 Treviglio (BG) – Italy

2 Purposes and legal basis of data processing

The Data Controller will process

- (i) your identification personal data, as whistleblower, if the whistleblowing report is not provided anonymously
- (ii) the information regarding the complaint conduct and any other data that you provide in the Whistleblowing Report depending on the type of Report made and complaint conduct or that are relevant based on the reported event;
- (ii) information possibly acquired during necessary preliminary activities to verify and resolve the Whistleblowing Report for:

2.1 Whistleblowing management purposes based on a complaint of the whistleblower

The Data Controller will process data strictly necessary for the implementation and management of whistleblowing procedures which include the verification of facts of the Report, the resolution of the Report, preparation of a response, the adoption of any measure to support the whistleblower and establish procedures, including disciplinary measures against third parties. The data may be also be used to respond to questions or inquiries that you may have in regard to the corporate compliance, in accordance with the provisions of the Whistleblowing Reporting, including anonymous reports received by B. Kolormakeup & Skincare, to the extent permitted by applicable laws.

The whistleblowing reports that you make will not be in any way used by the Data Controller for discriminatory or retaliatory purposes against you.


2.2 Scope of fulfilment of regulatory obligations, laws and provisions of Authorities legitimised by law.

The Data Controller will process the data for the purpose of fulfilling obligations of laws, regulations, national and EU laws, including the provisions of the Whistleblowing Decree and to prevent and effectively fight against fraudulent or unlawful conduct and support the actual implementation and operation of the Organisational, Management and Control Model pursuant to Legislative Decree 231/2001 (so-called "Model 231") to the extent permitted by applicable laws.

Furthermore, the personal data may be processed to comply with requests of competent administrative or legal authorities and in general of public entities in compliance with provisions of law.

For the above purposes, the personal data will be processed to comply with obligations of law to which the Data Controller is subject. The provision of personal data is not mandatory, as permitted by law (possibly anonymous whistleblowing reporting).

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2.3 Additional processing based on the legitimate interest of the Data Controller or third party the Data Controller will also process the personal data for the following purposes:

- Pursue the legitimate interest of the Data Controller or third party, represented by the right of defence
- Guarantee utmost efficiency and effectiveness of the Internal Control and Corporate Risk Management System, even for purposes of preventing and effectively fighting against fraudulent and unlawful conduct.

Said legitimate interest was duly considered by the Data Controller. The processing for purposes based on the Data Controller’s legitimate interest is not mandatory and you may object to said processing with the procedures set out in this informative notice.

If you object to said processing of your personal data, it may not be used for such purposes, unless the Data Controller proves the presence of legitimate prevailing reasons or the defence of a right pursuant to article 21 of the GDPR.

As part of said activities, special data may be processed (for example, data regarding health) or judicial data (in particular, data regarding a possible crime) only if said data is directly provided by the whistleblower and are essential to analyse the report. In fact, it is not about categories of mandatory data with the purpose of sending the whistleblowing report. Data will in any case be processed within the limits permitted by applicable laws, including articles 9 and 10 of the GDPR.

In any case, only data that is strictly and objectively necessary to verify the legitimacy of the report will be processed and hence proceed with its resolution accordingly. In the event that, personal data is gathered, even accidentally, that is not necessary to manage the Whistleblowing process, said personal data will be erased immediately.

3 Provision of data


Providing data is always optional.

In particular, failure to provide identification data of the whistleblower will result in the whistleblowing reporting made anonymously. The information provided in the report (e.g. circumstances and description of the fact being reported with reference to the reported party or third party) are required in order to allow the Data Controller to acquire, manage and initiate any preliminary procedure pursuant to Legislative Decree 231/01 as amended and supplemented and Legislative Decree 90/2017, as amended and supplemented and Legislative Decree 24/2023.

4 Data Processing Methods

The personal data, if provided and gathered, will be processed using electronic instruments (the so-called “Whistleblowing platform”), registered in special data banks and used strictly for the specified purposes. Said instruments are suitable for guaranteeing the processing and confidentiality of the gathered personal data, as well as to prevent unauthorised access, dissemination, modifications and misappropriation of data.

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Thanks to the adoption of appropriate technical and organisational security measures, compliance of the above regulation is guaranteed, as well as of the related confidentiality obligations, in any case according to the purposes and methods outlined in this informative notice.

Reports can be made anonymously or with the individual's name:

- for anonymous reports, the platform does not identify or record the whistleblower's internet protocol address (IP address);
- for reports with the individual's name, upon decision by the whistleblower, the personal data will be associated to the report. In the form provided by the "whistleblowing platform", the whistleblower may specify his/her personal data for reports with the individual's name (in particular, personal data and contact details), information regarding the relationship with the Data Controller, the circumstances and the description of the fact being reported, as well as personal data of the reported party or any third parties (hereinafter, "Data").

The "whistleblowing platform" allows whistleblowers to make a copy of the oral whistleblowing report according to a speech-to-text procedure in real time (without recording), with the prior express consent of the whistleblower.

Data of the whistleblower indicated are always provided directly by the whistleblower (and therefore acquired by the Data Processor from the data subject pursuant to article 13 of the GDPR). The data of the reported party or third party is provided by the whistleblower (and therefore acquired by the Data Controller from third parties pursuant to article 14 of the GDPR).

5 Recipients of personal data

In order to pursue the purposes specified in section 3, your personal data may be gathered by the Data Controller, by persons authorised to process the data and manage the whistleblowing report, as well as by any data processors pursuant to article 28 of the GDPR. They will be expressly indicated by the Data Controller which likewise will provide special instructions on the methods and conditions of the processing and ensure that they are subject to proper confidentiality obligations. Moreover, as long as it is necessary in pursuing the processing purposes and based on the lawfulness conditions envisaged in paragraph 3, the Data Controller may disclose the gathered personal data to third parties that pertain to the following categories:


- the police force;
- competent authorities
- other public administrations

Said entities shall act as independent data controllers;

- auditing or audit firms and other companies contractually bound with the Data Controller that by way of example, conduct activities such as: consultancy, support in rendering the services, etc.. that act, depending on the case, as independent data controllers or data processors, based on one specific data processing agreement concluded pursuant to article 28 of the GDPR.

In any case, the Data Controller discloses to the above recipients only the data that is strictly necessary to pursue the specific purposes for which they are intended.

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Your personal data will not be disseminated.

6 Processing personal data outside the European Economic Area (EEA)

As part of managing reports, your personal data will never be transferred outside the European Economic Area as far as the above processing is concerned.

7 Data preservation period

The Data is preserved for the time necessary to process the report and in any case for no more than 5 years, effective as of the date in which the final outcome of the whistleblowing procedure is notified, in compliance with the confidentiality obligations envisaged in article 12 of Legislative Decree 24/2023 and the principle envisaged in article 5 (1) letter (e) of the GDPR.

If the whistleblowing reporting requires a dispute or a disciplinary procedure against the whistleblower, the Data will be preserved for the entire duration of the dispute or out-of-court procedure until the enforceability term of the appeal expires. The Data will be preserved for the entire duration of the legal proceeding or until the appeal expires.

After the above preservation period expires, the Data will be destroyed, erased or made anonymous, in compliance with the technical erasure, backup and accountability procedures of the Data Controller.

8 Rights of the Data Subject - Complaint against the Supervisory Authority

The data subject may at any time contact the Data Controller at privacy@bkolormakeup.com to exercise any of the rights outlined below pursuant to articles 15 through 22 of the GDPR:

- a) the right to **access** the personal data pursuant to article 15 of the GDPR;
- b) the right to **rectify** inaccurate personal data pursuant to article 16 of the GDPR;
- c) the right to **erase** the data in the cases and to the extent envisaged in article 17 of the GDPR;
- d) the right to **limit** the data processing in the cases envisaged in article 18 of the GDPR;
- e) the right to **withdraw** the consent envisaged in article 13, paragraph 2, letter (c) of the GDPR for processing based on it; f) the right to data **portability** pursuant to article 20 of the GDPR;
- g) the right to **object** to the processing of data (article 21 of the GDPR);

The data subject may lodge a complaint with the Supervisory Authority according to the methods outlined on the website www.garanteprivacy.it

In compliance with article 2-undecies of Legislative Decree 196/2003, as amended by Legislative Decree 101/2018 (hereinafter, the "Code"), the rights envisaged in articles from 15 to 22 of the GDPR cannot be exercised if the exercise of said right may result in an actual prejudice to the confidentiality of the identity of the employee who reports an illicit conduct learnt during his/her official duties.

In this case, the rights under discussion may be exercised through the Data Protection Authority (according to the methods set out in article 16 of the Code) which informs the data subject to have conducted all the necessary checks and to have reviewed the right of the data subject to suggest a judicial review.

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