

PROTECTION OF WHISTLEBLOWERS REPORTING ANTI-SOCIAL ACTIVITIES

A Whistleblower is defined as an individual who, in good faith, submits a report to the appropriate authority, the Whistleblower Protection Office, or the Employer. This definition also includes individuals closely associated with the Whistleblower who are in an employment relationship with the Employer, those who are dependent on the Whistleblower's Employer, or those employed by an entity founded or established by the Whistleblower's Employer.

Notification refers to the disclosure of information that an individual has become aware of in relation to their employment, profession, position, or function.

A Qualified Report is defined as a report that may assist or has assisted in clarifying a serious anti-social activity or in identifying or convicting its perpetrator.

Serious Anti-Social Activity is defined as follows:

- a) The crime of damaging the financial interests of the European Union, as outlined in Sections 261 to 263 of the Criminal Code; the crime of rigging public procurement and public auctions under Sections 266 to 268 of the Criminal Code; crimes committed by public officials under Sections 326 to 327a of the Criminal Code; or crimes of corruption as described in Sections 328 to 336b of the Criminal Code;
- b) A criminal offence for which the Criminal Code prescribes a prison sentence with a maximum penalty exceeding three years;
- c) An administrative offence for which a fine may be imposed, with an upper limit determined by calculation; and/or
- d) An administrative offence that is punishable by a fine of at least €30,000.

Acting in Good Faith refers to the actions of an individual who, based on the circumstances known to them and the information available at the time, is convinced of the truth of the facts they are presenting. In cases of doubt, it is presumed that the individual is acting in good faith until proven otherwise.

The Whistleblower Protection Office means the Office for the Protection of Whistleblowers of Antisocial Activities established pursuant to Act No. 54/2019, with its registered office in Bratislava.

SUBMISSION OF NOTIFICATIONS

Notifications may be submitted in writing, orally during a recorded meeting, or via email to compliance@evoservis.eu.

Written notices should be sent by post to the registered office address.

Notifications may be submitted orally in the form of recorded minutes to the Responsible Person. Additionally, notifications can be sent electronically to the Responsible Person at: compliance@evoservis.eu.

CONFIDENTIALITY OF THE WHISTLEBLOWER

In accordance with Article 4 of the Directive, the Employer is required to maintain confidentiality regarding the identity of the Whistleblower while verifying the Whistleblower. During the review process, only a transcript or, if feasible, a copy of the Report will be used, ensuring that no information identifying the Whistleblower is disclosed. Anyone who becomes aware of the Reporter's identity is obligated to uphold this confidentiality.

If the subject of the Report prevents its investigation without disclosing any information about the individual who reported it, the Responsible Person must promptly inform the Whistleblower of this situation.

PROCESSING OF PERSONAL DATA IN THE NOTIFICATIONS

For the purpose of maintaining records of Notifications, the Employer is authorized to process personal data included in the Notification, specifically:

- a) The academic title, name, surname, and residential address of the Whistleblower;
- b) Details of the person(s) to whom the Notification is addressed;
- c) Information about individuals invited to review the Notification; and/or
- d) Data of individuals involved in the review and processing of the Notification.

Furthermore, the Employer is entitled to process personal data without the consent of the individual concerned in the following cases:

- a) When the data has already been published in accordance with applicable legislation and has been duly marked as such by the operator; and
- b) When processing is necessary to protect the rights and legally protected interests of the Employer, particularly in safeguarding property, financial, or other interests, as well as ensuring the security of the Employer. However, this does not apply if such processing is outweighed by the fundamental rights and freedoms of the data subject, which are protected under specific regulations.

This Directive shall enter into force on the date of approval by the Executive Director.