



## WHISTLEBLOWING

Sky Services guarantees special attention to the prevention of risks that could compromise the proper and responsible management of its business consistent with its mission and internal control system, as well as the need to know about potential critical situations in order to correct them in a timely manner by consolidating the relationship of trust with stakeholders.

For this reason, in order to ensure fairness and transparency in the conduct of business and activities carried out, Sky Services has provided specific internal channels to receive Whistleblowing reports regarding potential violations of national and European regulations such as may cause damage or harm to the Company (e.g., a fraud, a generic risk or a potentially dangerous situation), while also ensuring compliance with the regulatory provisions set forth in Legislative Decree No. 24 of March 10, 2023 on Whistleblowing.

## WHO CAN MAKE A WHISTLEBLOWING REPORT

Individuals who work in the Company's working environment may make a report, as:

- Employees
- Self-employed workers
- Collaborators, freelancers and consultants
- Volunteers and interns, paid and unpaid
- Shareholders and persons with functions of administration, management, control, supervision or representation, even if these functions are exercised on a de facto basis.

The Whistleblower is entitled to make its report:

- When the legal relationship is ongoing
- During the trial period
- When the legal relationship has not yet begun if the information on violations was acquired during the selection process or other pre-contractual stages
- After the dissolution of the legal relationship if the information on violations was acquired before the dissolution of the legal relationship.



## HOW TO MAKE A WHISTLEBLOWING REPORT

The report may be submitted as follows:

- In written form by sending a letter in sealed envelope, by postal service by registered letter. In order to protect the confidentiality of the identity of the person who writes, of the reported person or the person mentioned in the alert, of the content of the letter and of the relevant documents, the report must be inserted in two different closed envelopes including, in the first, the identifying data of the reporting person, together with an ID and in the second, the subject of the report. Both envelopes must be inserted in a third envelope specifying on the outside "reserved for the manager of the alert" - reserved not open, and addressed to: Office Administration of Personnel - Via Guanti Nuovi, 16, 80133 Napoli
- In oral form by calling the number +39 3203297676. The telephone service will be active from Monday to Friday, and in any case on working days, from 9 to 14 and from 15 to 18.
- Through a direct meeting with the person in charge, on request.

## WHAT CAN BE THE CONTENT OF A WHISTLEBLOWING REPORT

The content of a Whistleblowing report may be conduct, acts or omissions that harm the public interest or the integrity of the Company consisting of:

- Violation of European regulatory provisions, such as offenses falling within the scope of European Union acts relating to specific sectors such as, but not limited to, public procurement, services, products and financial markets, etc.

Reports must be duly substantiated in order to enable the assessment of facts and based on precise and concordant facts.

In particular, it is necessary to be clear:

- The circumstances of time and place in which the fact that is the content of the report occurred
- The description of the fact
- The generalities or other elements that make it possible to identify the person to whom the reported facts are attributed.

---

**Sky Services S.p.A.** - via Guantai Nuovi, 16 - 80133 Naples - Italy  
Ph. +39 081 5522421 - 081 5527149 - 081 5519670 - Fax +39 081 5513439  
P. IVA 07445910636 - Cod. SDI: SUBM70N - Cap. soc. € 1.650.000,00 i.v.  
Certified ENAC 137/2018 - IT.AOC.0187 - IT.CAMO.0187 - IT.145.0383 - IT.ATO.0075  
Certified ISO 9001:2015 and ISO 14001:2015  
[www.skyservices.it](http://www.skyservices.it) - [info@skyservices.it](mailto:info@skyservices.it) - [skyservices@pec.it](mailto:skyservices@pec.it)



## RECEIPT AND MANAGEMENT OF WHISTLEBLOWING REPORT

the Company, in compliance with the principles and obligations deriving from the current data protection legislation, after carrying out an impact assessment on the rights and freedoms of the data subjects, has decided to entrust to Mr. Mario Rampa, as head of the Personnel Administration Office, third party internal body, impartial and independent, the function of reports manager.

---

**Sky Services S.p.A.** - via Guantai Nuovi, 16 - 80133 Naples - Italy  
Ph. +39 081 5522421 - 081 5527149 - 081 5519670 - Fax +39 081 5513439  
P. IVA 07445910636 - Cod. SDI: SUBM70N - Cap. soc. € 1.650.000,00 i.v.  
Certified ENAC 137/2018 - IT.AOC.0187 - IT.CAMO.0187 - IT.145.0383 - IT.ATO.0075  
Certified ISO 9001:2015 and ISO 14001:2015  
[www.skyservices.it](http://www.skyservices.it) - [info@skyservices.it](mailto:info@skyservices.it) - [skyservices@pec.it](mailto:skyservices@pec.it)