

Scope of SA8000 Reports/Suggestions

Subject of the report may be:

- conduct, acts or omissions, which constitute a violation of one or more principles of the SA8000 standard:
 - child/children's work
 - forced and compulsory labour
 - health and safety at work
 - freedom of association and the right to collective bargaining
 - discrimination
 - disciplinary procedures
 - working hours
 - remuneration criteria
 - SA8000 management system
- reporting can also be done to suggest best practices, ideas and insights to improve the Social Accountability Management System within Alstom Ferroviaria S.p.A.

Reports and suggestions must in any case relate to the whistleblower's work context.

Channels to be used to make SA8000 Reports/Suggestions

Alstom Ferroviaria S.p.A. has implemented communication channels that allow employees or third parties to transmit reports or suggestions, while guaranteeing confidentiality and anonymity.

Specifically, Alstom has long adopted an *Alert Procedure*, a reporting tool accessible to all employees and/or other interested parties, allowing them to remain anonymous, who detect a non-compliance or wish to suggest ideas for improvement.

The channels to be used are as follows:

- the Alert Procedure, i.e. a computer *tool* available at the following address: www.alstom.ethicpoint.com:
 - **in writing**, in the Ethics Section, the information on which is accessible to the *Investigations Team*; or
 - **orally**, by freephone 800-793173 or by direct contact with your manager, the Human Resources or Legal function, or alternatively:
 - SVP/VP Region
 - Region VP Legal & Compliance
 - General Counsel
 - Chief Compliance Officer

The company has also adopted a whistleblowing procedure in accordance with Legislative Decree 24/2023 ("Whistleblowing Decree"), which is an integral part of the Organisation, Management and Control Model adopted by the company pursuant to Legislative Decree 231/2001.

The following dedicated channels are also available:

- SA8000 mailboxes where reports and/or suggestions can be posted. In this case, the reporter may choose to make the communication either anonymously or by revealing his or her identity. The SA8000 mailboxes are located in areas of the Savigliano, Valmadrera, Bologna, Vado Ligure, Florence, Rome and Bari sites indicated by the Social Performance Team Workers' Representatives;
- sending an e-mail to a Social Performance Team Workers' Representative;
- communication of the report to the Certification Body RINA S.P.A, by ordinary mail to the address Via Corsica 12, Genoa / Italy, or by e-mail to SA8000@rina.org, tel: (+39) 010-53851;
- reporting to the SAAS Accreditation Body: Social Accountability Accreditation Service: 15 West 44th Street | New York, NY 10036 USA (e-mail: saas@saasaccreditation.org; tel: (212) 391-2106 | fax: (212) 684-1515;
- communication of the report to the SAI regulator: Social Accountability International: 15 West 44th Street | New York, NY 10036 tel: (212) 684-1414 | fax: (212) 684-1515 e-mail: info@sa-intl.org.