

Internal notifications system

This notification system is intended for employees of VÍTKOVICE STEEL, a. s. and persons who become aware of an unlawful act within the scope of VÍTKOVICE STEEL, a. s. learned in connection with the performance of their work or the other similar activities.

Pre-notification information

The person making the notification should, on the light of the circumstances, and the information available to him at the time of the notification, have **reasonable grounds for believing that the facts notified or disclosed to him are authentic and true**. Therefore, facts knowingly false cannot be communicated. Such conduct may be sanctioned.

In obtaining documents to substantiate the facts reported, the whistleblower should **not commit an act that could constitute a criminal offence. The whistleblower should act in the public interest and in the good faith belief that the report he or she is making is based on credible facts and evidence.**

The whistleblower should also **be able to identify the area of the violation and thin about what verifiable information** he or she can provide about the reported violation. The extent and quality of the information provided can have a positive impact on the way the notification is investigated.

Further information on which infringements can be reported, what are the rights and obligations of the whistleblower, what are the obligations of the competent person and the company when dealing with the report, etc. can be found the relevant Act. No. 171/2023 Coll., on the protection of whistleblowers.

Notification can also be made anonymously.

In the case of an anonymous report, **the anonymous whistleblower does not enjoy the protection of the Whistleblower Protection Act** until his or her identity comes to light. It is at the **discretion of the obliged entity** whether to deal with an anonymous notification. In the case of an anonymous notification, **it is also useful to provide a telephone number or email address through which the whistleblower can be contacted** while remaining anonymous. Not being able to contact the whistleblower may adversely affect the investigation of the notification.

Notifications can be made:

- a) by phone at 602 375 234,
- b) by email to the electronic address oznameni@vitkovicesteel.com,
- c) by post to 28. října, Mariánské hory, 709 00 Ostrava, to the hands of Mgr. Marek Gocman,
- d) following a previous request in person, within 14 days if the request.