

## **ANNEX B – Whistleblowers and other protected parties**

This Procedure distinguishes **the whistleblower** (in the strict sense), that is, the natural person who makes the report of violations that occurred within their work context, from other parties who, although not having made the report directly, are still considered worthy of protection.

The first category includes:

- employed and self-employed workers, as well as collaborators, freelancers and consultants who carry out their work, including during the probationary period;
- shareholders and members of the Board of Directors, management or supervisors, including non-executive directors, and those who exercise such functions on a purely factual basis;
- trainees, even those unpaid, and volunteers;
- workers or collaborators of contractors, subcontractors and suppliers;
- former employees;
- candidates for a position who have acquired information about violations during the selection process or at other stages of the pre-contractual negotiation, and who may suffer retaliation.

The second category (other parties protected by the Procedure) includes:

- facilitators;
- people who are connected to the whistleblower who may be retaliated against in a work context, such as co-workers or relatives;

the entities owned by the whistleblower or for whom he or she has worked, as well as entities operating in the same working context.