

Formulaire de signalement

Reporting form

Preliminary Note

Before starting to fill out this form, I invite you to take the necessary time to read the information contained in the "Compliance" section of the www.dickson-constant.com website and in particular the "FAQ" tab to familiarize yourself on how to obtain the status of "whistleblower" the pertained rights and obligations and the protection afforded to it under the law.

This status and the protection attached to it may be lost, particularly in the event of non-compliance with the procedure and as set out in the Code of Conduct.

Any misrepresentation may give rise to criminal prosecution and / or sanctions provided for by the Internal Regulations in such situations.

I advise you, as far as possible, always to consult your usual legal adviser who can help you in the choice you can make to report or not a behavior that can enter the areas provided by law. Under current legislation, *you will never be required to make a professional report.*

The report you are about to make will be electronically processed by Dickson SAS Data Controller for some of your personal data (last name, first name, function, entity hiring you) as part of the legislation in force and in particular within the framework of the GDPR and whose purpose, the main characteristics are reminded below. All information collected is treated in the strictest confidence. The non-respect of this confidentiality leading to the person who collects, treats the information of the criminal prosecution as presented below.

Reminder of your rights and obligations under current legislation (including the Sapin II law) once you have obtained the status of "whistleblower"

- ⌘ you can not be prosecuted, punished, due to the report made in good faith,
- ⌘ you can not be subject to reprisals, discrimination or disciplinary measures;
- ⌘ the law punishes with 1 year of prison and with 15.000 € fine any violation of the confidentiality of the report and information concerning the whistleblower and the person implicated;
- ⌘ the law punishes with 2 years of imprisonment and with 30.000 € fine all made of obstruction to the signaling, intimidation of the whistleblower;

However :

- ⌘ your report should not be libelous or slanderous.

Duties and obligations of the Ethics Officer (Excerpt):

☒ Your Ethics Officer (hereinafter "EO") is bound by an absolute obligation of confidentiality at all times, including in case of dismissal or transfer to a competent court;

☒ the EO undertakes to acknowledge receipt of the report received within a maximum of 72 hours; this acknowledgment of receipt does not qualify for your report and obtaining the protected status of launcher.

☒ the follow-up given to the report will be sent to you at the latest 60 calendar days after the reception of the complete file. In case of request for additional evidences, the period is suspended from the date of this request until the supply of the said part;

☒ the EO may, depending on the complexity of the report, extend for the same period indicated above the period of studies and preliminary inquiries; this information will then be communicated to you.

☒ the report and personal data about you (surname, first name, function, telephone number and email address: exhaustive list) and those concerning the person implicated in the automated processing, you benefit, a right of access and rectification with the EO at the addresses indicated below and in accordance with the Data Protection Act. All personal data will be deleted at the latest 2 months after the dismissal and / or the application of the disciplinary sanction, the final judgment on the report or they will be archived anonymously in view for the controller to comply with its legal obligations or to establish statistics. An e-mail will be sent to you and the person implicated to inform you of the closure of the report and the deletion or anonymisation.

☒ the EO must treat the report impartially and will have to recuse itself in favor of a substitute in case of conflict of interest. Its decisions including closure without further actions must be motivated.

Surname, first name, function mailing address of your EO: Peterson LEGERME, Group Legal Manager

The information marked * are mandatory

* Your NAME :

* Your first name :

* Entity affected by the report :

Are you a working for this entity? :

If, yes, your function :

* You want to report :

* briefly describe the facts giving rise to this report :

You can in addition to your description, place here all the justifying documents legally in your possession (photos, letters ...). Supported formats (jpeg, jpg, avi, pdf, doc, docx, xls, ...), Max. 5 MB.

* How would you like to be contacted in case the processing of the file requires a request for further information :

You can at any time after receiving the acknowledgment of receipt and transmission of the file number transmitted by the EO, complete, modify your report by contacting the EO at the following email address: dickson-ethic@laposte.net

Or postal address:

Responsable Ethique Dickson
10 rue des Châteaux ZI la pilaterie
59290 Wasquehal
France

Following the procedure called "inner envelope" indicating on the 2 envelopes:
"Confidential and protected/Confidentiel et protégé
Can only be opened by the recipient/ne peut être ouvert que par le destinataire :
Dickson Ethics Officer»
10 rue des Chateaux ZI la Pilaterie
59290 Wasquehal
France

Preliminary questions before sending your report

By sending this report to the EO, you certify:

1) Having had personal knowledge of the crime or offense, of the serious and manifest violation of an international commitment duly ratified or approved by France, of a unilateral act of an international organization taken on the basis of such an undertaking , law or regulation, or a serious threat or harm to the public interest, [of a violation of the rules contained in the Rules of Procedure or Code of Conduct] and that it is selfless and of good faith that you make this report?

2) Have not previously reported the information provided in this report to other persons than the EO including having complied with the procedure established in the Code of Conduct or on the institutional website of Dickson Constant?

3) The information disclosed and reported is within the nature of the information that I am authorized to disclose the applicable law (excluding information relating to defense privilege, medical confidentiality, relating to attorney client privilege?

4) I authorize the EO - and thereafter if it proves to be strictly necessary any person named by him or work with him in the investigation procedure preliminary-
to use my personal data as part of the study of the case in the way to determine and verify the validity of the report and
to make an automated processing under the legislation in force

I acknowledge that I do not have the right of objection provided for in the said law.

5) I, the undersigned, declare to have taken good knowledge of the useful information contained in the "Compliance / Ethic" "FAQ" section of the site www.dickson-constant.com and that the information provided on this form is sincere and truthful.

Signature¹ :

¹ by typing your First and LAST name