

## **TO ALL THE MANAGERS, EMPLOYEES, AND COLLABORATORS OF OCME S.R.L.**

This is to inform you that on October 30th, 2020, the Company Board of Directors has appointed for one-year term the following persons to form the new Supervisory Body (ODV): Mr. Giovanni Catellani, President, Mr. Bertolotti Andrea and Mr. Gioacchino Lazzara as internal member.

The Supervisory Body, whose function is well known to everybody, ensures the effective and efficient application of the Organisational and Management Model (MOG) adopted by the Company.

As is well known, the non-compliance with the requirements could lead to the application of disciplinary sanctions as envisaged by the Organisational Model.

Everyone is obliged to report anomalies and discrepancies in behaviour to the Supervisory Body with respect to the ethical principles and protocols of the Organisational Model.

To this purpose, anybody can notify the Supervisory Body of violations or suspected violations of the prescriptions of the Code of Ethics and/or Model by sending an email to [odvocme@gmail.com](mailto:odvocme@gmail.com) or contacting the internal member Mr. Gioacchino Lazzara.

Furthermore, notices can be sent in writing to the address of the ODV President, Mr. Giovanni Catellani, via Guido da Castello 33, 42121 Reggio Emilia.

Whistleblowers will be assured with regard to the confidentiality of the information as well as against any form of retaliation, unless it was the result of wrongful misconduct or gross negligence.

All periodic flows of information to be directed to the Supervisory Body must be sent to Mr. Lazzara and no longer to the lawyer Ms. Davoli who has ceased her activity for the Supervisory Body.

In the same way or by requesting an interview, even by telephone, it is possible to ask for clarification or further information on the Organisational Model.

As in the past, the Supervisory Body, will constantly update the Model to ensure its efficacy.

As it has been done in recent years, training meetings will be held and the Supervisory Body will implement explanatory practices that help increase awareness of the importance of the Organizational Model.

We therefore ask you, once again, to take into due consideration the Organizational and Management Model with its requirements, and to collaborate, as always, with the Supervisory Body.

Parma, 17/12/2020