



Whistleblower Protection Policy

1. Purpose

This policy is designed to provide a safe and confidential process for individuals to report unethical, illegal, or harmful activities without fear of retaliation. This policy is in direct and strict connection to the Grievance / Complaints Policy publicly available on Green Future Project's website.

2. Scope

This policy applies to:

- All employees, contractors, and consultants of all Green Future Project holdings
- External stakeholders who interact with all Green Future Project holdings

3. Protected Disclosures

Whistleblowers can report the following issues:

- Fraud or financial mismanagement
- Violations of laws or regulations
- Workplace harassment or discrimination
- Health and safety risks
- Environmental violations

4. Reporting Mechanisms

Reports can be made via:

1. **Hotline:** Call +39 3756578850
2. **Email:** Send to francesco@greenfutureproject.com; giulia@greenfutureproject.com; claudia@greenfutureproject.com; flavia@greenfutureproject.com; stefano@greenfutureproject.com.
3. **Anonymous Drop Box:** [Online Form](#)
4. **5. Non-Retaliation Policy**

Whistleblowers will be protected from:

- Termination or demotion
- Harassment or intimidation



- Any form of discrimination

Employees found retaliating against whistleblowers will face disciplinary action, up to and including termination.

6. Confidentiality

To the extent possible, Green Future Project will protect the identity of whistleblowers. Disclosure of whistleblower identity will only occur where legally required.

7. Investigation Process

1. **Acknowledgement:** Reports will be acknowledged within 2 weeks.
2. **Investigation:** A confidential and thorough investigation will be conducted by the dedicated team.
3. **Outcome:** Findings will be communicated to relevant parties while ensuring whistleblower protection.

8. False Reporting

Deliberate false reporting will be subject to disciplinary action. This policy does not protect individuals who knowingly provide false information.

9. Contact Information

Contact Information

Green Future Project

Sustainability Committee

Email: francesco@greenfutureproject.com; giulia@greenfutureproject.com;
claudia@greenfutureproject.com; flavia@greenfutureproject.com;
stefano@greenfutureproject.com.