

WHISTLEBLOWER PROTECTION

This summary explains how you can safely and confidentially report possible illegal activities in accordance with Act No. 171/2023 Coll. on the protection of whistleblowers. The aim is to ensure a simple, comprehensible and legally correct procedure.

What is whistleblowing

Whistleblowing means reporting **possible illegal or seriously unethical conduct** that the whistleblower has learned about in connection with their work or similar activities. The whistleblower is protected if they report in good faith that the information provided is true.

What can be reported

Legal protection applies to reports concerning conduct that may constitute:

- ✦ a criminal offence,
- ✦ other offence,
- ✦ violations of legal regulations in areas such as consumer protection, financial services and AML, the environment, competition, product and transport safety, personal data protection, public procurement, protection of the EU's financial interests, and others.

Other reports (ethical, internal processes) may also be submitted, but they are not always protected by law.

What should the report contain

In order to investigate the report properly, please include:

- ✦ what exactly happened (description of the conduct),
- ✦ when and where the conduct took place,
- ✦ who is involved,
- ✦ what evidence or documentation you have,
- ✦ how you found out about the matter.

State only that facts, that you are certain they are true. Do not include unsubstantiated assumptions.

Protection of the whistleblower

Whistleblowers are entitled to protection against any retaliatory measures, such as worse working conditions, dismissal, reduction in remuneration or other.

The relevant person is bound by a duty of confidentiality and handles the information securely.

Knowingly making a false report may constitute an offence or a criminal act (e.g. defamation) and is not protected. It may also have consequences under labour law.

How to submit a report

1. Web application (recommended method)

Secure reporting:

<https://www.app.faceup.com/cs/c/tedom/page/019a587a-c5e7-7d8f-bb35-d86cb3fd7809>

Anonymous reports are also possible.

2. Mobile application

Organisation code: **tedom**

Naskenuj QR kód a vyplň formulář



How communication works

After sending a report, securely save the unique key generated by the system. This key allows you to:

- ✚ track the status of the resolution,
- ✚ add information,
- ✚ communicate with the relevant person,
- ✚ come out of anonymity if you wish.

Legal deadlines:

- ✚ you will receive confirmation of receipt within 7 days,
- ✚ within 30 days, you will receive notification of the outcome of the assessment (this may be extended to 90 days).

Other options for submitting a notification

By post

Mark the envelope: **"NOTIFICATION – FOR THE ATTENTION OF THE RELEVANT PERSON ONLY"**

Address: **TEDOM a.s.**, Výčapy 195, 674 01 Třebíč

By telephone

By telephone on +420 565 381 071

By email

Via email at tedom@tedom.com.

In person

Possible after arranging an appointment via the web application or by telephone on +420 565 381 071.

External reporting system of the Ministry of Justice

The whistleblower may also submit a report directly to the state:

Vyšehradská 424/16, 128 10 Prague 2 – Nové Město.

Let's stay in touch

We appreciate any additional information or cooperation in resolving your report. If you decide to remain anonymous, you can continue to use the communication channel via the generated key.