



**Generali Asset Management S.p.A.  
Società di gestione del risparmio**

**WHISTLEBLOWING POLICY**

**ANNEX III: PROHIBITED RETALIATORY  
PRACTICES**

The Company takes the necessary measures to prohibit any form of retaliation against a Reporter (e.g., current or past Employees, candidates, vendors, consultants, other stakeholders), including for example threats of retaliation and attempts of retaliation in the form of:

- a) suspension, lay-off, dismissal or equivalent measures;
- b) demotion or withholding of promotion;
- c) transfer of duties, change of location of place of work, reduction in wages, change in working hours;
- d) withholding of training;
- e) a negative performance assessment or employment reference;
- f) imposition or administering of any disciplinary measure, reprimand or other penalty, including a financial penalty;
- g) coercion, intimidation, harassment or ostracism;
- h) discrimination, disadvantageous or unfair treatment;
- i) failure to convert a temporary employment contract into a permanent one, where the worker had legitimate expectations that he or she would be offered permanent employment;
- j) failure to renew, or early termination of, a temporary employment contract;
- k) harm, including to the person's reputation, particularly in social media, or financial loss, including loss of business and loss of income;
- l) blacklisting on the basis of a sector or industry-wide informal or formal agreement, which may entail that the person will not, in the future, find employment in the sector or industry;
- m) early termination or cancellation of a contract for goods or services;
- n) cancellation of a licence or permit;
- o) psychiatric or medical referrals.