

Using the Fnac Darty ethics alert site

Submitting an alert and what happens next...

How to launch an alert on the Fnac Darty Group ethics alert site?

All you have to do is go to our [ethics alert site](#).

If my alert is not anonymous, will confidentiality be preserved?

Confidentiality is systematically preserved, regardless of your choice to reveal your identity or not.

Is the ethics alert site secure?

The ethics and compliance alert site is hosted _ _ _by a specialized external partner: "WhistleB by Navex". in order to ensure the security and confidentiality of exchanges. Data security and compliance with all applicable laws are the cornerstones of the alert system.

How do I track my alert?

When submitting your alert, you will see an identifier appear on your screen **as well as** a unique and non-disclosable password. Store them securely. They will be needed to log in to the dialog space.

What if I lose my username or password?

For security and confidentiality reasons, your username and password are unique. It will be impossible for you to reset or recover them if they are lost.

- If you have chosen to remain anonymous, you will need to log a new report.
- If you have chosen to disclose your identity, we will be able to contact you via your chosen means of communication (email, telephone).

How will my alert be handled?

1. ACKNOWLEDGMENT OF SUBMISSION

When submitting your alert, you will see an automatic acknowledgment of submission displayed on your screen.

2. ACKNOWLEDGMENT OF RECEIPT

Within 7 working days, an acknowledgment of receipt confirming that your report is being processed will be sent to you by the ethics team. It does not prejudice the admissibility of the alert.

3. ADMISSIBILITY ASSESSMENT

An assessment as to the admissibility of your alert will be carried out. This will cover:

- **The subject of the report: whether** it relates to a crime, an offense, a threat or harm to the general interest, a violation, or an attempt to conceal a violation of international or European Union law, the law or regulations.

- **Whether it belongs to one of the categories which would deem you a whistleblower** (except for anonymous reports).
- **The context in which the information was obtained:** the author of the alert must have obtained the information within the framework of professional activities or must have had personal knowledge of it.

Once these three elements have been examined, the report will be judged admissible or inadmissible. If the report is deemed inadmissible, the reason will be explained to you. If you do not respond to this, the case will be **closed within 15 working days.**

□ If the report does not meet the three criteria above, the ethics team may decide to handle the case within the framework of its **"initiative" system**, that is to say if the case does not concern a "whistleblower" in the legal sense of the term but a **non-compliance with the ethical standards of the Fnac Darty Group**. In this case, it will be made clear to the author of the alert that he will not be able to benefit from the status of whistleblower but that action will be taken regarding his alert.

4. INVESTIGATION AND REMEDIATION MEASURES

The investigation team will use all means at its disposal and proportionate to the report to assess the accuracy of the allegations and remedy the subject of the report if the case is proven.

5. TIMESCALE

Feedback on the follow-up relating to your alert will be available in the dialog area of the alert site by visiting <https://report.whistleb.com/followup> within a **maximum of 3 months** from the date of the alert. acknowledgement of receipt of the report.

The deadlines for responding to the author of a report are not applicable in the event of an anonymous report.

- **For more information, visit the ethics alert site:**
<https://report.whistleb.com/fr/portal/fnacdartygroupe>