

## WHISTLE-BLOWING REPORT COLLECTION PROCEDURE

### A REPORT MAY BE FILED BY:

Any individual, regardless of their status, providing the report is made in good faith with no ulterior motive



EMPLOYEES or  
former employees



TRAINEES  
APPLICANTS



AGENCY  
WORKERS



SERVICE  
PROVIDERS



CUSTOMERS  
SUPPLIERS

### REPORTABLE SITUATIONS:

- ✓ **Crimes** (theft, rape, attacks, etc.)
- ✓ **Offences** (tax fraud, bribery, misuse of company assets, breach of trust, unlawful interference, influence peddling, discrimination, etc.)
- ✓ **Serious and manifest violation of a law or regulation** (abuse of power, serious non-compliance with health and safety rules etc.)
- ✓ **Serious and manifest violation of an international commitment** that has been duly ratified or approved by France (UN conventions on human rights, Rotterdam and Stockholm conventions on waste and hazardous products, conventions of the ILO, WTO, Council of Europe etc.)
- ✓ **Serious harm or threat to the public interest** (attempted concealment of a violation, harm to public health, public safety or the environment, concealment of evidence relating to protected reports etc.)
- ✓ **Serious data processing offences**

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The whistle-blower can submit their report on the Group website [Accueil Colin Groupe](#)

- Complete the report form
- Factual material, events that justify the report
- Information or documents (letters, reports, photos) that allow an assessment of the soundness of the report

