

INDITEX

Por favor seleccione el país en el que se encuentra.

Please select the country in which you are located.

- ✓ Austria
- ✓ Belgium
- ✓ Bulgaria
- ✓ Croatia
- ✓ Cyprus
- ✓ Czech Republic
- ✓ Denmark
- ✓ Finland
- ✓ France
- ✓ Germany
- ✓ Greece
- ✓ Hungary
- ✓ Ireland
- ✓ Italy
- ✓ Latvia
- ✓ Lithuania
- ✓ Luxembourg
- ✓ Malta
- ✓ Netherlands
- ✓ Portugal
- ✓ Romania
- ✓ Slovak Republic
- ✓ Slovenia
- ✓ Spain
- ✓ Sweden

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases (if an internal report is not possible, appropriate or reasonable, or it has proven to be unsuccessful or futile) you have the option of reporting to the external reporting channel Federal Office for the Prevention of and Fight against Corruption ("*Bundesamt zur Korruptionsprävention und Korruptionsbekämpfung*") [link: <https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=8HObc4&c=-1&language=ger>], which is the external reporting office for all reports of misconducts in the matters mentioned in the Austrian Whistleblowing Act ("*HinweisgeberInnenschutzgesetz*", HSchG), unless the misconduct falls within the specific competencies of another authority [link to the HSchG: <https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=20012184>]. If there is a specific competence and the report was nevertheless submitted to the Federal Office for the Prevention of and Fight against Corruption, the report will automatically be forwarded to the competent authority and you will be informed about the forwarding.

You can use the external reporting channel to report breaches of EU law or breaches of the law of Austria that you have become aware of.

Weitere Möglichkeiten der Hinweisgebung

Wenn Sie es vorziehen, Ihr Anliegen einer anderen Person als Inditex zu melden, haben Sie in bestimmten Fällen (wenn eine interne Meldung nicht möglich, angemessen oder sinnvoll ist oder sich als erfolglos oder aussichtslos erwiesen hat) die Möglichkeit, sich an das Bundesamt zur Korruptionsprävention und Korruptionsbekämpfung zu wenden [Link: <https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=8HObc4&c=-1&language=ger>].

Das Bundesamt zur Korruptionsprävention und Korruptionsbekämpfung ist die externe Meldestelle für alle Hinweise in den im österreichischen HinweisgeberInnenschutzgesetz (HSchG) genannten Bereichen, es sei denn, das Verhalten fällt in die Sonderzuständigkeit einer anderen Behörde [Link zum HSchG: <https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=20012184>]. Liegt eine Sonderzuständigkeit vor und wurde der Hinweis dennoch an das Bundesamt für Korruptionsprävention und Korruptionsbekämpfung übermittelt, wird die Meldung automatisch an die zuständige Behörde weitergeleitet und Sie werden über die Weiterleitung informiert.

Über den externen Meldeweg können Sie Verstöße gegen EU-Recht oder Verstöße gegen das österreichische Recht melden, die Ihnen bekannt geworden sind.

Additional ways to report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel.

Besides with the Belgian Federal Coordinator, you can also report to the following Belgian competent authorities, i.e.:

- the Federal Public Service Economy;
- the Federal Public Service Finance;
- the Federal Public Service Public Health, Food Chain Safety and Environment;
- the Federal Public Service Mobility and Transportation;
- the Federal Public Service Employment, Labour and Social Dialogue;
- the Programming Public Service for Social Integration, Poverty Reduction, Social Economy and Metropolitan Policy;
- the Federal Agency for Nuclear Control; the Federal Agency for Medicines and Health Products;
- the Federal Agency for the Safety of the Food Chain;
- the Belgian Competition Authority; the Data Protection Authority; the Financial Services and Markets Authority;
- the National Bank of Belgium;
- Belgian Audit Oversight Board;
- the authorities mentioned in article 85 of the law of September 18, 2017 on the prevention of money laundering and terrorist financing and on the restriction of the use of cash;
- the National Committee for the Security of Drinking Water Supply and Distribution;
- the Belgian Institute for Postal Services and Telecommunications;
- the National Institute for Health and Disability Insurance;
- The National Institute for the Social Security of the Self-employed;
- the National Employment Office;
- the National Social Security Office;
- the Social Intelligence and Investigation Service;
- the Autonomous Anti-Fraud Coordination Service; and
- the Shipping Control.

The way to make external reports can be found on the websites of the relevant competent authorities.

You can use the external reporting channel to report the breaches of EU law or serious breaches of the law of Belgium concerned that you have become aware of.

Bijkomende manieren om te melden

Indien u er de voorkeur aan geeft om uw melding te richten aan iemand anders dan Inditex, heeft u in bepaalde gevallen de mogelijkheid om te rapporteren via een externe meldingskanaal.

Naast de Belgische Federale Ombudsman, kan u desgevallend uw melding ook richten ten aanzien van de volgende Belgische bevoegde autoriteiten, d.w.z:

- de Federale Overheidsdienst Economie, K.M.O., Middenstand en Energie;
- de Federale Overheidsdienst Financiën;
- de Federale Overheidsdienst Volksgezondheid, Veiligheid van de voedselketen en Leefmilieu;
- de Federale Overheidsdienst Mobiliteit en Vervoer;
- de Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg;
- de Programmatie Overheidsdienst Maatschappelijke Integratie, Armoedebestrijding, Sociale Economie en Grootstedenbeleid;
- het Federaal Agentschap voor Nucleaire Controle; het Federaal Agentschap voor Geneesmiddelen en Gezondheidsproducten;
- het Federaal Agentschap voor de veiligheid van de voedselketen;
- de Belgische Mededingingsautoriteit; de Gegevensbeschermingsautoriteit; de Autoriteit voor Financiële diensten en Markten;
- de Nationale Bank van België;
- het College van toezicht op de bedrijfsrevisoren; de autoriteiten gemeld in artikel 85 van de wet van 18 september 2017 tot voorkoming van het witwassen van geld en de financiering van terrorisme en tot beperking van het gebruik van contanten;
- het Nationaal Comité voor de beveiliging van de levering en distributie van drinkwater;
- het Belgisch Instituut voor postdiensten en telecommunicatie;
- het Rijksinstituut voor ziekte- en invaliditeitsverzekering;
- het Rijksinstituut voor de Sociale Verzekeringen der Zelfstandigen;
- de Rijksdienst voor Arbeidsvoorziening;
- de Rijksdienst voor Sociale Zekerheid;
- de Sociale Inlichtingen- en Opsporingsdienst;
- de Autonome dienst Coördinatie Anti-Fraude (CAF);
- de Scheepvaartcontrole.

De wijze waarop externe meldingen kunnen worden gedaan, is te vinden op de websites van de relevante bevoegde autoriteiten.

U kunt het externe meldingskanaal gebruiken om de betreffende inbreuken op de EU-wetgeving of ernstige inbreuken op de wetgeving van België waarvan u op de hoogte bent, te melden.

Autres moyens de signalement

Si vous préférez adresser votre signalement à quelqu'un d'autre qu'Inditex, vous avez dans certains cas la possibilité de le faire par le biais d'un canal de signalement externe.

Outre le Médiateur fédéral belge, le cas échéant, vous pouvez également adresser votre signalement aux autorités belges compétentes suivantes, à savoir :

- le Service public fédéral Economie, PME, Classes Moyennes et Energie ;
- le Service public fédéral Finances ;
- le Service public fédéral Santé publique, Sécurité de la chaîne alimentaire et Environnement ;
- le Service public fédéral Mobilité et Transports ;
- le Service public fédéral Emploi, Travail et Concertation sociale ;
- le Service public de programmation Intégration Sociale, Lutte contre la Pauvreté, Economie Sociale et Politique des Grandes Villes ;
- l'Agence fédérale de Contrôle nucléaire ;
- l'Agence fédérale des médicaments et des produits de santé ;
- l'Agence fédérale pour la sécurité de la chaîne alimentaire ;
- l'Autorité belge de la Concurrence ;
- l'Autorité de protection des données ;
- l'Autorité des services et marchés financiers ;
- la Banque nationale de Belgique ;
- le Collège de supervision des réviseurs d'entreprises ;
- les autorités visées à l'article 85 de la loi du 18 septembre 2017 relative à la prévention du blanchiment de capitaux et du financement du terrorisme et à la limitation de l'utilisation des espèces ;
- le Comité national de sécurité pour la fourniture et la distribution d'eau potable ;
- l'Institut belge des services postaux et des télécommunications ;
- l'Institut National d'Assurance Maladie-Invalidité ;
- l'Institut National d'Assurances Sociales pour Travailleurs Indépendants ;
- l'Office National de l'Emploi ;
- l'Office National de Sécurité Sociale ;
- le Service d'Information et de Recherche Sociale ;
- le Service autonome de Coordination Anti-Fraude (CAF) ;
- le Contrôle de la Navigation.

Les modalités de signalement externe peuvent être consultées sur les sites web des autorités compétentes concernées.

Vous pouvez utiliser le canal de signalement externe pour signaler les infractions au droit communautaire ou les infractions graves au droit belge concernées dont vous avez connaissance.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel with the Commission on Personal Data Protection [link for additional information: https://www.cpdp.bg/?p=sub_rubric&aid=285]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Bulgaria that you have become aware of.

Допълнителни начини за подаване на сигнали

Ако предпочитате да подадете Вашия сигнал на лице, различно от Inditex, в някои случаи имате възможност да подадете сигнал чрез канала за външно подаване на сигнали към Комисията за защита на личните данни [линк за повече информация:

https://www.cpdp.bg/?p=sub_rubric&aid=285]. Можете да използвате канала за външно подаване на сигнали, за да подадете сигнал за нарушения на правото на ЕС или сериозни нарушения на правото на България, които са Ви станали известни.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel operated by the Croatian Ombudsman [link: <https://www.ombudsman.hr/en/>]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Croatia that you have become aware of.

Dodatni načini prijavljivanja

Ako Vam je draže prijaviti pitanja koja Vas zabrinjavaju nekome drugome a ne Inditex-u, u pojedinim slučajevima imate mogućnost prijavljivanja putem vanjskog kanala prijavljivanja koji vodi Pučki pravobranitelj [link: <https://www.ombudsman.hr/hr/>]. Vanjski kanal prijavljivanja možete koristiti za prijavljivanje povreda prava EU ili ozbiljnih povreda hrvatskog prava kojih ste postali svjesni.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel which is the relevant authority as deemed proper. For example, regarding incidents of corruption, the relevant authorities are the Independent Authority Against Corruption

(<https://www.iaac.org.cy/iaac/iaac.nsf/home/home?openform>) and the Police (https://www.police.gov.cy/police/police.nsf/index_gr/index_gr?opendocument).

If a personal data protection breach occurs you should make a report to the Office of the Commissioner for Personal Data Protection

(https://www.dataprotection.gov.cy/data-protection/dataprotection.nsf/home_el/home_el?opendocument)

You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Cyprus that you have become aware of.

Επιπρόσθετοι Τρόποι Αναφοράς

Αν προτιμάτε να αναφέρετε τους προβληματισμούς σας, σε κάποιο εκτός της Inditex, σε κάποιες περιπτώσεις θα έχετε τη δυνατότητα εξωτερικού Δίαυλο αναφοράς στην αρμόδια αρχή. Για παράδειγμα, για πράξεις Διαφθοράς, αρμόδιες αρχές μπορούν να θεωρηθούν η Ανεξάρτητη Αρχή κατά της Διαφθοράς (<https://www.iaac.org.cy/iaac/iaac.nsf/home/home?openform>) και η Αστυνομία (https://www.police.gov.cy/police/police.nsf/index_gr/index_gr?opendocument).

Επιπλέον, για παραβάσεις σχετικά με Δεδομένα προσωπικού χαρακτήρα, αρμόδια αρχή μπορεί να θεωρηθεί ο Επίτροπος Προστασίας Δεδομένων Προσωπικού Χαρακτήρα

(https://www.dataprotection.gov.cy/data-protection/dataprotection.nsf/home_el/home_el?opendocument).

Μπορείτε να χρησιμοποιήσετε τον εξωτερικό Δίαυλο αναφοράς για να αναφέρετε παραβιάσεις Ευρωπαϊκού Δικαίου ή σοβαρές παραβιάσεις του Κυπριακού Δικαίου που έχετε αντιληφθεί.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, you have the option of reporting to the external reporting channel set up by the Ministry of Justice of the Czech Republic. In such a case, you may submit a report using the form available here: <https://oznamovatel.justice.cz/chci-podat-oznameni/>, by e-mail: oznamovatel@msp.justice.cz, orally via the telephone number: +420 221 997 840, or you can request a physical meeting using the above e-mail address or telephone number.

Další způsoby oznamování

Pokud upřednostňujete podání oznámení o možném protiprávním jednání někomu jinému než společnosti Inditex, máte možnost podat oznámení prostřednictvím externího kanálu pro podávání oznámení zřízeného Ministerstvem spravedlnosti České republiky. V takovém případě můžete učinit oznámení pomocí formuláře, který je k dispozici zde: <https://oznamovatel.justice.cz/chci-podat-oznameni/>, prostřednictvím e-mailu: oznamovatel@msp.justice.cz, ústně prostřednictvím telefonního čísla: +420 221 997 840, nebo si můžete na výše uvedené e-mailové adrese nebo telefonním čísle vyžádat osobní schůzku.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to an external reporting channel via the Danish Data Protection Agency's external whistleblowing system, in which you may file a report either in writing or orally [link: www.whistleblower.dk]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Denmark, or report breaches on other serious matters that you have become aware of in connection with your working relationship with Inditex.

Andre måder at foretage en indberetning

Hvis du foretrækker at foretage din indberetning til en anden part end Inditex, har du i visse tilfælde mulighed for at indberette til en ekstern indberetningskanal via Datatilsynets eksterne whistleblowersystem, hvor du kan indberette enten mundtligt eller skriftligt [link: www.whistleblower.dk]. Du kan anvende den eksterne indberetningskanal til at foretage indberetninger af overtrædelser af EU-lovgivningen eller alvorlige overtrædelser af dansk lovgivning, eller til at indberette om andre alvorlige forhold, som du er blevet bekendt med i forbindelse med dit arbejdsforhold hos Inditex.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel of the Office of the Chancellor of Justice [link: <https://oikeuskansleri.fi/en/how-to-make-a-report>]. You can use the external reporting channel to report breaches of EU law or breaches of the law of Finland that you have become aware of. More information on the requirements for external reporting can be found here: <https://oikeuskansleri.fi/en/centralised-external-reporting-channel>.

Muut ilmoitustavat

Mikäli haluat tehdä ilmoituksen toiselle taholle kuin Inditex, niin tietyissä tapauksissa sinulla on mahdollisuus tehdä ilmoitus Oikeuskanslerinviraston keskitettyyn ulkoiseen ilmoituskanavaan [linkki: <https://oikeuskansleri.fi/miten-ilmoitus-tehdaan>]. Voit käyttää ulkoista ilmoituskanavaa ilmoittaaksesi tietoosi tulleista EU:n lainsäädännön rikkomisista tai Suomen lainsäädännön rikkomisista. Lisätietoa edellytyksistä ilmoittaa ulkoiseen ilmoituskanavaan löytyy täältä: <https://oikeuskansleri.fi/keskitetty-ulkoinen-ilmoituskanava>.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting directly to external competent authorities:

- the competent authorities listed here: <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000046357368>;
- the Defender of Rights ("*Défenseur des droits*");
- the competent judicial authority;
- an institution, body or agency of the European Union empowered to collect information on breaches in a professional context.

You can use the external reporting channel to report breaches of EU law or serious breaches of the law of France that you have become aware of.

Autres Moyens de Signalement

Si vous préférez faire part de vos préoccupations à quelqu'un d'autre qu'Inditex, vous avez dans certains cas la possibilité de vous adresser directement aux autorités compétentes externes suivantes :

- les autorités compétentes énumérées à l'adresse suivante : <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000046357368>
- le Défenseur des droits ;
- l'autorité judiciaire compétente ;
- une institution, un organe ou une agence de l'Union européenne habilité à recueillir des informations sur les violations dans un contexte professionnel.

Vous pouvez utiliser le canal de signalement externe pour signaler des violations du droit de l'Union européenne ou des violations graves du droit français dont vous avez eu connaissance.

Additional ways to report

If you prefer to report your concerns to someone other than Inditex, you can report also externally within the scope of the German Whistleblower Protection Act. The competent authorities are set out in the German Whistleblower Protection Act (*Gesetz für einen besseren Schutz hinweisgebender Personen sowie zur Umsetzung der Richtlinie zum Schutz von Personen, die Verstöße gegen das Unionsrecht melden*). In particular, the local reporting channels can be found [here](#).

External reporting channels are also provided by institutions, bodies, offices or agencies of the European Union, such as:

- European Commission
- European Anti-Fraud Office (OLAF)
- European Maritime Safety Agency (EMSA)
- European Union Aviation Safety Agency (EASA)
- European Securities and Markets Authority (ESMA)
- European Medicines Agency (EMA).

Zusätzliche Möglichkeiten zur Berichterstattung

Wenn Sie es vorziehen, Ihr Anliegen nicht direkt an Inditex zu melden, können Sie im Rahmen des Hinweisgeberschutzgesetzes auch an externe Meldestellen melden. Die zuständigen Behörden in Deutschland sind im Hinweisgeberschutzgesetz aufgeführt. Die externen Meldestellen des Bundes können Sie [hier](#) finden.

Externe Meldeverfahren werden auch durch Organe, Einrichtungen oder sonstige Stellen der Union bereitgestellt, wie beispielsweise:

- Europäische Kommission
- Europäisches Amt für Betrugsbekämpfung (OLAF)
- Europäische Agentur für die Sicherheit des Seeverkehrs (EMSA)
- Europäische Agentur für Flugsicherheit (EASA)
- Europäische Wertpapier- und Marktaufsichtsbehörde (ESMA)
- Europäische Arzneimittel-Agentur (EMA).

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel of the National Transparency Authority [link: <https://extwhistle.aead.gr/#/>]. You can use the external reporting channel to report breaches of EU law or serious breaches of Greek law that you have become aware of. For reports concerning infringements of Articles 101 and 102 of the Treaty on the Functioning of the EU, the Hellenic Competition Commission has been designated as the external reporting channel for Greece [link: <https://www.epant.gr/>].

Πρόσθετοι Τρόποι Αναφοράς

Εάν προτιμάτε να αναφέρετε τις ανησυχίες σας σε κάποιον άλλο εκτός της Inditex, σε ορισμένες περιπτώσεις έχετε την επιλογή να υποβάλετε αναφορά στον εξωτερικό Δίαυλο αναφοράς της Εθνικής Αρχής Διαφάνειας [σύνδεσμος: <https://extwhistle.aead.gr/#/>]. Μπορείτε να χρησιμοποιήσετε τον εξωτερικό Δίαυλο αναφοράς για να αναφέρετε παραβιάσεις του Δικαίου της ΕΕ ή σοβαρές παραβιάσεις του ελληνικού Δικαίου για τις οποίες έχετε λάβει γνώση. Ειδικά για αναφορές που αφορούν παραβάσεις των άρθρων 101 και 102 της Συνθήκης για τη λειτουργία της ΕΕ, Ως εξωτερικός Δίαυλος αναφοράς για την Ελλάδα έχει οριστεί η Επιτροπή Ανταγωνισμού [σύνδεσμος: <https://www.epant.gr/>].

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channels as listed below. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Hungary that you have become aware of.

List of the external reporting channels available in Hungary

- Directorate General for the Auditing of European Funds (<https://eutaf.kormany.hu/>)
- Hungarian Competition Authority (<https://www.gvh.hu/>)
- Integrity Authority (<https://integritashatosag.hu/>)
- Public Procurement Authority (<https://www.kozbeszerzes.hu/>)
- Hungarian Energy and Public Utility Regulatory Office (<https://www.mekh.hu/>)
- National Bank of Hungary (<https://www.mnb.hu/>)
- National Authority for Data Protection and Freedom of Information (<https://www.naih.hu/>)
- National Media and Infocommunications Authority (<https://nmhh.hu/>)
- Hungarian Atomic Energy Authority (<https://www.haea.gov.hu/>)
- Supervisory Authority of Controlled Activities (<https://sztfh.hu/>)

Bejelentés megtételének további módjai

Ha az Inditexen kívül másnak szeretné jelenteni az aggályait, bizonyos esetekben lehetősége van arra, hogy az alábbiakban felsorolt külső bejelentési csatornákon tegyen bejelentést. A külső bejelentési csatornát használhatja az uniós jog megsértésének vagy Magyarország törvényeinek súlyos megsértésének bejelentésére, amelyről tudomást szerzett.

A Magyarországon elérhető külső bejelentési csatornák listája

- Európai Alapok Ellenőrzési Főigazgatóság (<https://eutaf.kormany.hu/>)
- Gazdasági Versenyhivatal (<https://www.gvh.hu/>)
- Integritási hatóság (<https://integritashatosag.hu/>)
- Közbeszerzési Hatóság (<https://www.kozbeszerzes.hu/>)
- Magyar Energetikai és Közmű-szabályozási Hivatal (<https://www.mekh.hu/>)
- Magyar Nemzeti Bank (<https://www.mnb.hu/>)
- Nemzeti Adatvédelmi és Információszabadság Hatóság (<https://www.naih.hu/>)
- Nemzeti Média- és Hírközlési Hatóság (<https://nmhh.hu/>)
- Magyar Atomenergia Hivatal (<https://www.haea.gov.hu/>)

- Office of the Commissioner for Fundamental Rights of Hungary (<https://www.ajbh.hu/>)
- Competent institutions, bodies, offices or agencies of the European Union.

Please note that the above listed reporting channels may change from time to time.

- Ellenőrzött tevékenységek felügyeleti hatósága (<https://sztfh.hu/>)
- Magyarország Alapvető Jogok Biztosának Hivatala (<https://www.ajbh.hu/>)
- Az Európai Unió illetékes intézményei, szervei, hivatalai vagy ügynökségei.

Kérjük, vegye figyelembe, hogy a külső bejelentési csatornák időről időre változhatnak.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to an appropriate external reporting channel as set out under Irish law [link: <https://www.gov.ie/en/collection/41798-protected-disclosures-whistleblowing-list-of-prescribed-persons/>]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Ireland that you have become aware of.

Additional Ways to Report

If you prefer to send your report to an external party outside Inditex, you can use, in the cases provided for by Italian law, the external reporting channel ANAC (Autorità Nazionale Anticorruzione) [[link: https://www.anticorruzione.it/-/whistleblowing](https://www.anticorruzione.it/-/whistleblowing)]. You can use this external reporting channel to report breaches of EU law or serious violations of Italian law that have come to your attention.

You can only make a report to ANAC if one of the following conditions is met:

- you have already made an internal report that was not followed up;
- you have reasonable grounds to believe that, if you were to make an internal report, it would not be effectively followed up, or that the report might give rise to the risk of retaliation;
- you have reasonable grounds to believe that the breach may constitute an imminent danger to the public interest.

Reports can be made:

- through the IT platform (see the link above), or
- orally, through telephone lines or voice messaging systems, or
- through a physical meeting set within a reasonable period of time.

In case of a report to ANAC, the latter will be obliged to acknowledge receipt of the report within 7 days and to reply to the report within 3 months or, if there are justified reasons, within 6 months.

Ulteriori modalità di segnalazione

Se preferisci inviare la segnalazione ad un soggetto esterno al di fuori di Inditex, puoi usufruire, nei casi previsti dalla legge italiana, del canale di segnalazione esterno, costituito presso ANAC (Autorità Nazionale Anticorruzione) [[link: https://www.anticorruzione.it/-/whistleblowing](https://www.anticorruzione.it/-/whistleblowing)]. È possibile utilizzare il canale di segnalazione esterno per segnalare violazioni delle leggi comunitarie o gravi violazioni della legge italiana di cui si è venuti a conoscenza.

Puoi effettuare una segnalazione all'ANAC solo se si verifica una delle seguenti condizioni:

- hai già effettuato una segnalazione interna a cui non è stato dato seguito;
- hai ragionevoli motivi per ritenere che, se si effettuasse una segnalazione interna, questa non avrebbe un seguito effettivo, o che la segnalazione potrebbe dare adito al rischio di ritorsioni;
- hai ragionevoli motivi per ritenere che la violazione possa costituire un pericolo imminente per l'interesse pubblico.

Le segnalazioni possono essere effettuate:

- attraverso la piattaforma informatica (link riportato sopra), oppure
- oralmente, attraverso linee telefoniche o sistemi di messaggistica vocale, oppure
- attraverso un incontro diretto fissato entro un termine ragionevole.

In caso di segnalazione all'ANAC, questa sarà tenuta a notificarti il ricevimento della segnalazione entro 7 giorni e a rispondere alla segnalazione entro 3 mesi o, in presenza di giustificati motivi, entro 6 mesi.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel. The list of all available external channels at external competent authorities is available at this site: <https://www.trauksmescelejs.lv/kur-celt-trauksmi>. If, however, you are not sure which external competent authority to choose, you can report your concerns to the State Chancellery as described at this site: <https://www.mk.gov.lv/lv/trauksmes-celsana>. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of the Republic of Latvia that you have become aware of.

Papildu veidi, kā ziņot

Ja dodat priekšroku ziņot par savām bažām kādai trešajai personai nevis Inditex, noteiktos gadījumos Jums ir iespēja ziņot, izmantojot ārēju ziņošanas kanālu. Visu pieejamo ārējo kanālu saraksts ar ārējām kompetentajām institūcijām ir pieejams šajā vietnē: <https://www.trauksmescelejs.lv/kur-celt-trauksmi>. Ja tomēr neesat pārliecināts, kuru ārējo kompetento institūciju izvēlēties, varat ziņojumu iesniegt Valsts kancelejā, kā aprakstīts šajā vietnē: <https://www.mk.gov.lv/lv/trauksmes-celsana>. Jūs varat izmantot ārējo ziņošanas kanālu, lai ziņotu par ES tiesību aktu pārkāpumiem vai nopietniem Latvijas Republikas tiesību aktu pārkāpumiem, pa kuriem esat uzzinājis.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel through the Public Prosecutor's Office of the Republic of Lithuania to be completed with the name of the external reporting authority [link: <https://www.pranesktiesa.lt/ento> be completed with the link to the relevant external reporting authority]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of the Republic of Lithuania country that you have become aware of.

Papildomi pranešimų teikimo būdai

Jei pageidaujate pateikti pranešimą ne „Inditex“, o kitam asmeniui, tam tikrais atvejais turite galimybę pateikti pranešimą per išorinį pranešimo kanalą per Lietuvos Respublikos prokuratūrą [nuoroda: <https://www.pranesktiesa.lt/lt>]. Naudodamiesi išoriniu pranešimo kanalu galite pranešti apie Jums žinomus ES teisės pažeidimus arba šurkščius Lietuvos Respublikos teisės pažeidimus.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting:

- 1° La Commission de <https://www.cssf.lu/en/> surveillance du secteur financier ;
- 2° Le Commissariat aux <https://www.caa.lu/> assurances ;
- 3° L'autorité de la concurrence ;
- 4° L'Administration de <https://aed.gouvernement.lu/fr.html> l'enregistrement, des domaines et de la TVA ;
- 5° L'Inspection du travail et des <https://itm.public.lu/fr.html> mines ;
- 6° La Commission nationale <https://cnpd.public.lu/fr.html> pour la protection des données ;
- 7° Le Centre pour l'égalité de <https://cet.lu/en/home/> traitement ;
- 8° Le Médiateur dans le cadre de <https://www.ombudsman.lu/FR/CELP-001.php> sa mission de contrôle externe des lieux où se trouvent des personnes privées de liberté ;
- 9° L'Ombudsman fir Kanner a <https://www.okaju.lu/de/> Jugendlecher ;
- 10° L'Institut luxembourgeois de <https://web.ilr.lu/FR/ILR> régulation ;
- 11° L'Autorité luxembourgeoise <https://alia.public.lu/> indépendante de l'audiovisuel ;
- 12° L'Ordre des avocats du <https://avocats-diekirch.lu/fr/accueil> Barreau de Luxembourg et <https://www.barreau.lu/> l'Ordre des avocats du Barreau de Diekirch ;
- 13° La Chambre des notaires ; <https://www.notariat.lu/home>
- 14° Le Collège médical ; <http://www.collegemedical.lu/>
- 15° L'Administration de la nature <https://anf.gouvernement.lu/fr.html> et des forêts ;
- 16° L'Administration de la gestion <https://eau.gouvernement.lu/fr.html> de l'eau ;
- 17° L'Administration de la <https://ana.gouvernement.lu/fr.html> navigation aérienne ;

- 18° Le Service national du <https://www.mediateurconsommation.lu/>
Médiateur de la
consommation ;
- 19° L'Ordre des architectes et des <https://www.oai.lu/fr/1/accueil/>
ingénieurs-conseils ;
- 20° L'Ordre des experts-<https://oec.lu/myeteam/index.htm>
comptables ;
- 21° L'Institut des réviseurs <https://ire.lu/>
d'entreprises ;
- 22° L'Administration des <https://impotsdirects.public.lu/fr.html>
contributions directes.
- 23° Office des signalements <https://annuaire.public.lu/index.php?idMin=4923>

You can use the external reporting channel to report breaches of EU law or serious breaches of the laws of Luxembourg that you have become aware of.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel:

Description of Matters	Authority
Failure to observe laws, rules and regulations relating to public finance and misuse of public resources	Auditor General
Income tax, corporation tax, capital gains tax, stamp duties, national insurance contributions, value added tax or "revenue acts" as defined in the Commissioner for Revenue Act	Commissioner for Revenue
Activities of a voluntary organisation	Commissioner for Voluntary Organisations
Money laundering or financing of terrorism in terms of the Prevention of Money Laundering Act	Financial Intelligence Analysis Unit
The business of credit and financial institutions, the business of insurance and the activities of insurance intermediaries, the provision of investment services and collective investment schemes, pensions and retirement funds, regulated markets, central securities depositories, the carrying out of trustee business either in a professional or a personal capacity and such other areas of activity or services as may be placed from time to time under the supervisory and regulatory competence of the MFSA	Malta Financial Services Authority (the "MFSA")
Conduct involving substantial risk to public health or safety or the environment that would, if proved, constitute a criminal offence; and all matters which constitute improper practices and which are not designated to be reported to any other authority	Ombudsman
Corrupt practices	Permanent Commission Against Corruption

You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Malta in situations where the Whistleblower has reasonable grounds to believe that:

- i. The Chief Executive Officer is or may be involved in the improper practice alleged in the disclosure; or
- ii. Immediate reference to the authority is justified by the urgency of the matter to which the disclosure relates, or some other exceptional circumstance; or
- iii. At the time when the external disclosure is made, the Whistleblower will be subjected to an occupational detriment by his/her employer if said Whistleblower makes an internal disclosure; or
- iv. It is likely that evidence relating to the improper practice will be concealed or destroyed if he/she makes an internal disclosure; or
- v. Although an internal disclosure has previously been made, the Whistleblower has not been informed on the status of the matter disclosed or it is reasonably evident to the Whistleblower that there has been no action or recommended action on the matter to which the disclosure relates within a reasonable time from the making of the disclosure.

The external reporting channels will enable reporting in writing and orally and, upon request by the Whistleblower, reporting shall also be possible by means of a physical meeting within a reasonable timeframe.

Upon receipt of a disclosure, the respective authority listed above, must reach a conclusion as to whether it is appropriate for the disclosure to be made externally within forty-five (45) days after receiving the disclosure. If the authority concludes that a disclosure should not have been made externally, then it must within a reasonable time, not exceeding forty-five (45) days, notify the Whistleblower in writing that an internal disclosure must be made and that it will not be dealing with the disclosure any further. If on the other hand, the authority concludes that a disclosure has been properly made, it must within a reasonable time, notify the Whistleblower in writing of the status of the improper practice disclosed.

All authorities listed above are bound to promptly, and in any event within seven (7) days of receipt of the external disclosure, acknowledge that receipt unless the Whistleblower explicitly requests otherwise or the Whistleblowing Reports Unit of the respective authority reasonably believes that acknowledging receipt of the disclosure would jeopardise the protection of the Whistleblower's identity.

The authority will ensure to diligently follow up on the report and will provide feedback to the Whistleblower within a reasonable timeframe not exceeding three (3) months, or six (6) months in duly justified cases. Following its assessment, the respective authority will

communicate to the Whistleblower the final outcome of the investigation triggered by the report.

Competent authorities will ensure that where a report is received by staff members other than those responsible for handling reports, such staff members will be prohibited from disclosing any information that might identify the Whistleblower or the person concerned, and such report will be promptly forwarded without modification, to the staff members responsible for handling reports.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel Authority for Consumers and Markets (*Autoriteit Consument en Markt*) (<https://www.acm.nl>), Authority for Financial Markets (*Autoriteit Financiële Markten*) (www.afm.nl), Data Protection Authority (*Autoriteit persoonsgegevens*) (www.autoriteitpersoonsgegevens.nl), De Nederlandsche Bank N.V. (www.dnb.nl), Dutch Whistleblowers Authority (*Huis voor Klokkeluiders*) (www.huisvoorklokkeluiders.nl), Health and Youth Care Inspectorate (*Inspectie gezondheidszorg en jeugd*) (www.igj.nl), Dutch Healthcare Authority (*Nederlandse Zorgautoriteit*) (www.nza.nl), Authority for Nuclear Safety and Radiation Protection (*Autoriteit Nucleaire Veiligheid en Stralingsbescherming*) (www.autoriteitnvs.nl) or other authorities appointed by the minister or statute. You can use the external reporting channel to report breaches of EU law or a suspected breach as defined in the Ethics Line Procedure, of which you are aware, within Inditex or an organisation you have come to know through Inditex. It is also possible to seek advice on a confidential basis from the Advice Department of the Dutch Whistleblowers Authority before reporting any breaches (advies@huisvoorklokkeluiders.nl).

Extra manieren om te melden

Als u er de voorkeur aan geeft om je klachten aan iemand anders dan Inditex te melden, heb je in bepaalde gevallen de mogelijkheid om te rapporteren aan het externe meldingskanaal Autoriteit Consument en Markt (<https://www.acm.nl>), Autoriteit Financiële Markten (www.afm.nl), Autoriteit Persoonsgegevens (www.autoriteitpersoonsgegevens.nl), De Nederlandsche Bank N.V. (www.dnb.nl), Huis voor Klokkeluiders (www.huisvoorklokkeluiders.nl), Inspectie gezondheidszorg en jeugdzorg (www.igj.nl), Nederlandse Zorgautoriteit (www.nza.nl), Autoriteit Nucleaire Veiligheid en Stralingsbescherming (www.autoriteitnvs.nl) of een andere door de minister of de wet aangewezen instanties. Via het externe meldkanaal kunt schendingen van de EU-wetgeving of een vermoedelijke misstand zoals opgenomen in de *Ethics Line Procedure*, waarvan u op de hoogte bent, binnen Inditex of een organisatie waarmee u bent gekomen via Inditex, melden. Het is ook mogelijk om op vertrouwelijke basis advies in te winnen bij de afdeling Advies van de Nederlandse Klokkeluidersautoriteit voordat u een overtreding meldt (advies@huisvoorklokkeluiders.nl).

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel of the authority competent to know about the matter in question. If the report concerns a crime or administrative offence the competent authorities are the Public Prosecutor's Office and the criminal police bodies. In other cases, concerns can be presented to independent administrative authorities such as ASAE – Autoridade de Segurança Alimentar e Económica. In cases where there is no specific competent authority to hear the concern, it must be addressed to the National Anti-Corruption Mechanism [link: <https://mec-anticorruptcao.pt/>]. You can use the external reporting channels to report breaches of EU law or serious breaches of the law of Portugal that you have become aware of.

Outras formas de denunciar

Se preferir comunicar as suas preocupações a alguém que não seja a Inditex, em certos casos terá a opção de apresentar a denúncia junto do canal de denúncia externo da autoridade competente para conhecer o assunto em questão.

Se a denúncia disser respeito a um crime ou contraordenação, as autoridades competentes são o Ministério Público e os órgãos de polícia criminal. Noutros casos, as suas preocupações podem ser apresentadas a autoridades administrativas independentes, como a ASAE – Autoridade de Segurança Alimentar e Económica. Nos casos em que não exista autoridade competente para conhecer da denúncia, a mesma deverá ser dirigida ao Mecanismo Nacional Anticorrupção [link: <https://mec-anticorruptcao.pt/>]. Pode utilizar os canais de denúncia externos para denunciar violações da legislação da UE ou violações graves da legislação portuguesa de que tenha conhecimento.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel to the competent authorities, in Romania the National Agency for Integrity [link: <https://avertizori.integritate.eu/>]. You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Romania that you have become aware of.

Modalități suplimentare de raportare

Dacă preferați să raportați îngrijorările dumneavoastră unei alte persoane decât Inditex, în anumite cazuri aveți opțiunea de a raporta prin intermediul canalului de raportare externă către autoritățile competente. În România, autoritatea competentă să gestioneze raportările este Agenția Națională pentru Integritate [link: <https://avertizori.integritate.eu/>]. Puteți utiliza canalul de raportare externă pentru a raporta încălcări ale legislației UE sau încălcări grave ale legislației din România de care ați luat cunoștință.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, you have the option of reporting to the external reporting channel set up by the Whistleblower Protection Office. In such a case, you may submit a report using the form available here: <https://formular.oznamovatelja.sk/form/mail>, or by post / in person at the address: Námestie slobody 29, 811 06 Bratislava. External reporting channels also include the prosecutor's office or any administrative authority that is concerned by your complaint and may impose a fine.

Ďalšie spôsoby nahlasovania

Ak uprednostňujete podanie oznámenia o možnej protispoločenskej činnosti niekomu inému ako spoločnosti Inditex, máte možnosť podať oznámenie externému oznamovaciemu kanálu zriadenému Úradom na ochranu oznamovateľov. V takom prípade môžete podať oznámenie prostredníctvom formulára, ktorý je k dispozícii tu: <https://formular.oznamovatelja.sk/form/mail>, alebo poštou / osobne na adrese: Námestie slobody 29, 811 06 Bratislava. Medzi externé oznamovacie kanály patrí aj prokuratúra alebo akýkoľvek správny orgán, ktorého sa Vaše oznámenie týka a ktorý môže uložiť pokutu.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channels:

- Agency for Communication Networks and Services of the Republic of Slovenia (link: <https://www.akos-rs.si/en/>);
- Securities Market Agency (link: <https://www.a-tvp.si/eng>);
- Slovenian Competition Protection Agency (link: <http://www.varstvo-konkurence.si/en/>);
- Slovenian Traffic Safety Agency (link: <https://www.avp-rs.si/en/>);
- Insurance Supervision Agency (link: <https://www.a-zn.si/en/>);
- Public Audit Supervisory Agency (slov. "Agencija za javni nadzor nad revidiranjem") (link: <https://www.anr.si/nadzor/prijava-a-krsitev/>);
- the Bank of Slovenia (slov. "Banka Slovenije") (link: <https://www.bsi.si/en>);
- National Review Commission for Reviewing Public Procurement Award Procedures (link: <https://www.dkom.si/en>);
- Financial Administration (link: <https://www.fu.gov.si/en/>);
- Market Inspectorate (link: <https://www.gov.si/en/state-authorities/bodies-within-ministries/market-inspectorate/>);
- Office for Money Laundering Prevention (link: [## Dodatne načine poročanja](https://www.gov.si/en/state-authorities/bodies-within-</div><div data-bbox=)

Če želite svoje pomisleke raje sporočiti nekemu drugemu kot Inditexu, imate v določenih primerih možnost poročanja preko zunanjih poti za prijavo:

- Agencija za komunikacijska omrežja in storitve Republike Slovenije (povezava: <https://www.akos-rs.si/o-agenciji/prijava-krsitev-in-zascita-prijavitelja-po-zakonu-o-zasciti-prijaviteljev>),
- Agencija za trg vrednostnih papirjev (povezava: <https://www.a-tvp.si/prijava-krsitev-zvizgaci>),
- Javna agencija Republike Slovenije za varstvo konkurence (povezava: <http://www.varstvo-konkurence.si/informacije/obrazci-in-prijave/prijave-po-zakonu-o-zasciti-prijaviteljev-zzpri/>),
- Javna agencija Republike Slovenije za varnost prometa (povezava:), <https://www.avp-rs.si/o-agenciji/informacije-javnega-znacaja/zunanja-prijava-po-zzpri/>),
- Agencija za zavarovalni nadzor (povezava: <https://www.a-zn.si/pomembne-informacije-za-prijavitelje/>),
- Agencija za javni nadzor nad revidiranjem (povezava: <https://www.anr.si/nadzor/prijava-krsitev/>),
- Banka Slovenije (povezava: <https://www.bsi.si/>),
- Državna revizijska komisija za revizijo postopkov oddaje javnih naročil (povezava: <https://www.dkom.si/sl/zascita-prijaviteljev/zunanja-prijava/>),
- Finančna uprava Republike Slovenije (povezava:

[ministries/office-for-money-laundering-prevention/](https://www.fu.gov.si/kontakti?type=tgd_rznrs#c9245));

- Information Commissioner (slov. "Informacijski pooblaščenec") (link: <https://www.ip-rs.si/zakonodaja/prijava-po-zakonu-o-za%C5%A1%C4%8Diti-prijaviteljev/>);
- Government Information Society Inspectorate (link: <https://www.gov.si/en/state-authorities/bodies-within-ministries/information-society-inspectorate/o-inspektoratu/>);
- Radiation and Nuclear Safety Inspection (link: <https://www.gov.si/en/state-authorities/bodies-within-ministries/slovenian-nuclear-safety-administration/o-upravi/inspekcija-za-sevalno-in-jedrsko-varnost/>);
- Radiation Protection Inspectorate (slov. "Inšpekcija za varstvo pred sevanji") (link: <https://www.gov.si/drzavni-organi/organi-v-sestavi/uprava-za-varstvo-pred-sevanji/o-upravi/inspekcija-za-varstvo-pred-sevanji/>);
- Inspection for Food Safety, Veterinary Sector and Plant Protection (link: <https://www.gov.si/en/state-authorities/bodies-within-ministries/administration-for-food-safety-veterinary-sector-and-plant-protection/about-the-administration/inspection-for-food-safety-veterinary-sector-and-plant-protection/>);
- Labour Inspectorate (link: [\[https://www.fu.gov.si/kontakti?type=tgd_rznrs#c9245\]\(https://www.fu.gov.si/kontakti?type=tgd_rznrs#c9245\)\),](https://www.gov.si/en/state-</div><div data-bbox=)

- Tržni inšpektorat Republike Slovenije (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-trznemu-inspektoratu/>),
- Urad Republike Slovenije za preprečevanje pranja denarja (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-urada-za-preprecevanje-pranja-denarja/>),
- Informacijski pooblaščenec (povezava: <https://www.ip-rs.si/zakonodaja/prijava-po-zakonu-o-za%C5%A1%C4%8Diti-prijaviteljev/>),
- Inšpektorat za informacijsko varnost (povezava: <https://www.gov.si/zbirke/storitve/https-e-uprava-gov-sipodrocjavlogevloga-htmlid205/>),
- Inšpekcija za sevalno in jedrsko varnost (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-inspekciji-za-sevalno-in-jedrsko-varnost/>),
- Inšpekcija za varstvo pred sevanji (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-inspekciji-za-varstvo-pred-sevanji/>),
- Inšpekcija za varno hrano, veterinarstvo in varstvo rastlin (povezava: <https://www.gov.si/zbirke/storitve/prijava-krsitve-predpisov-v-delovnem-okolju-inspekciji-za-varno-hrano-veterinarstvo-in-varstvo-rastlin/>),

[authorities/bodies-within-ministries/labour-inspectorate/](https://www.gov.si/en/state-authorities/bodies-within-ministries/labour-inspectorate/));

• Public Sector Inspectorate (link:

<https://www.gov.si/en/state-authorities/bodies-within-ministries/public-sector-inspectorate/>);

• Environment and Energy Inspectorate (link:

<https://www.gov.si/en/state-authorities/bodies-within-ministries/environment-and-energy-inspectorate/>);

• Natural Resources and Spatial Planning Inspectorate (link:

<https://www.gov.si/en/state-authorities/bodies-within-ministries/natural-resources-and-spatial-planning-inspectorate/>);

• Agency for Medicinal Products and Medical Devices of the Republic of Slovenia (link: <https://www.jazmp.si/en/inspection/market-surveillance-and-reports-of-violations/>);

• control bodies in line with the regulations governing the use of European Cohesion Policy funds in the Republic of Slovenia, i.e. Ministry of Cohesion and Regional Development (link: <https://www.gov.si/en/state-authorities/ministries/ministry-of-cohesion-and-regional-development/>);

• Health Inspectorate (link: <https://www.gov.si/en/state-authorities/bodies-within-ministries/health-inspectorate/>);

• Inšpektorat Republike Slovenije za delo (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-inspekciji-za-delo/>),

• Inšpektorat za javni sektor (povezava: <https://www.gov.si/zbirke/storitve/pobudaprijava-za-inspekcijski-nadzor/>),

• Inšpektorat Republike Slovenije za okolje in energijo (povezava: <https://www.gov.si/zbirke/storitve/prijava-krsitve-predpisa-v-delovnem-okolju-po-zakonu-o-zasciti-prijaviteljev-inspektoratu-za-okolje-in-energijo/>),

• Inšpektorat za naravne vire in prostor (povezava: <https://www.gov.si/zbirke/storitve/prijava-krsitve-predpisa-v-delovnem-okolju-po-zakonu-o-zasciti-prijaviteljev-inspektoratu-za-naravne-vire-in-prostor/>),

• Javna agencija Republike Slovenije za zdravila in medicinske pripomočke (povezava: <https://www.jazmp.si/nadzor/nadzor-trga-in-prijava-krsitev/>),

• organi nadzora v skladu s predpisi, ki urejajo porabo sredstev evropske kohezijske politike v Republiki Sloveniji, tj. Ministrstvo za kohezijo in regionalni razvoj (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-ministrstvu-za-kohezijo-in-regionalni-razvoj/>),

• Zdravstveni inšpektorat Republike Slovenije (povezava: <https://www.gov.si/zbirke/storitve/prijava-zascitenega-prijavitelja-glede-krsitve-predpisov-v-delovnem-okolju-zdravstvenemu-inspektoratu/>),

- Slovenian Sovereign Holding (<https://www.sdh.si/en-gb/>);
- Commission for the Prevention of Corruption (link: <https://www.kpk-rs.si/en/>).

You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Republic of Slovenia that you have become aware of.

- Slovenski državni holding (povezava: <https://www.sdh.si/sl-si/o-druzbi/prijava-nepravilnosti>) in
- Komisija za preprečevanje korupcije (povezava: <https://www.kpk-rs.si/delo-komisije/zascita-prijaviteljev/informacije-o-zunanji-prijavi/>).

Pot za zunanjo prijavo lahko uporabite za prijavo kršitev prava EU ali hujših kršitev prava Republike Slovenije, za katere ste izvedeli.

Additional Ways to Report

If you prefer to report your concerns to someone other than Inditex, in certain cases you have the option of reporting to the external reporting channel. Please note that the Independent Whistleblower Protection Authority has not been established yet. However, you can report to the following regional-level (not national) Authorities:

- National Anti-Fraud Coordination Service (Servicio Nacional de Coordinación Antifraude) (<https://www.igae.pap.hacienda.gob.es/sitios/igae/es-ES/snca/Paginas/inicio.aspx>)
- Anti-Fraud Office of Catalonia (Oficina Antifraude de Cataluña) (<https://www.antifrau.cat/es>)
- Andalusian Anti-Fraud Office (Oficina Andaluza Antifraude) (<https://antifraudeandalucia.es/>)
- Office for the Prevention and Fight against Corruption in the Balearic Islands (Oficina de Prevención y Lucha contra la Corrupción en las Illes Balears) (<https://www.oaib.es/>)
- Anti-Fraud Agency of the Valencian Community (Agencia Antifraude de la Comunidad Valenciana) (<https://www.antifraucv.es/en/inicio-en/>)
- Office of Good Practices and Anticorruption of the Autonomous Community of Navarra (Oficina de Buenas Prácticas y Anticorrupción de la Comunidad Foral de Navarra) (<https://oana.es/es>)

The Company will update the list of external reporting channels from time to time.

Otras formas de reportar

Si prefiere reportar una denuncia a alguien que no sea Inditex, en determinados casos tiene la opción de reportar a un canal de denuncias externo. Tenga en cuenta que aún no se ha creado la Autoridad Independiente de Protección al Informante. Sin embargo, puede informar a las siguientes Autoridades de ámbito autonómico (no nacional):

- Servicio Nacional de Coordinación Antifraude (<https://www.igae.pap.hacienda.gob.es/sitios/igae/es-ES/snca/Paginas/inicio.aspx>)
- Oficina Antifraude de Cataluña (<https://www.antifrau.cat/es>)
- Oficina Andaluza Antifraude (<https://antifraudeandalucia.es/>)
- Oficina de Prevención y Lucha contra la Corrupción en las Illes Balears (<https://www.oaib.es/>)
- Agencia Antifraude de la Comunidad Valenciana (<https://www.antifraucv.es/en/inicio-en/>)
- Oficina de Buenas Prácticas y Anticorrupción de la Comunidad Foral de Navarra (<https://oana.es/es>)

La Compañía actualizará periódicamente la lista de canales de denuncia externos. Puede utilizar el canal de denuncia externo para denunciar infracciones de la legislación de la UE o infracciones graves de la legislación española de las que haya tenido conocimiento.

You can use the external reporting channel to report breaches of EU law or serious breaches of the law of Spain that you have become aware of.

Additional Ways to Report

In addition to the internal whistleblowing channel provided by Inditex, you are also able to report your in-scope concern to a competent external authority. The relevant methods for external reporting can be found on the websites of these relevant competent authorities. The competent authorities are listed below:

- Arbetsmiljöverket (*The Swedish Work Environment Authority*) - www.av.se
- Boverket (*The Swedish National Board of Housing, Building and Planning*) - www.boverket.se
- Ekobrottsmyndigheten (*Swedish Economic Crime Authority*) - www.ekobrottsmyndigheten.se
- Elsäkerhetsverket (*Elsäkerhetsverket; safe and interference-free electricity*) - www.elsakerhetsverket.se
- Fastighetsmäklarinspektionen (*The Swedish Estate Agents Inspectorate*) - www.fmi.se
- Finansinspektionen (*FI: government authority tasked with monitoring the financial market*) - www.fi.se
- Folkhälsomyndigheten (*Public Health Agency of Sweden*) - www.folkhalsomyndigheten.se
- Havs- och vattenmyndigheten (*Swedish Agency for Marine and Water Management*) - www.havochvatten.se
- Inspektionen för strategiska produkter (*Inspectorate of Strategic Products*) - www.isp.se

Andra sätt att rapportera

Utöver rapportering genom Inditex interna rapporteringskanal kan du även rapportera genom externa kanaler till behöriga myndigheter. De tillämpliga rapporteringsförfarandena finns tillgängliga på myndigheternas webbsidor. De behöriga myndigheterna listas nedan.

- Arbetsmiljöverket (*The Swedish Work Environment Authority*) - www.av.se
- Boverket (*The Swedish National Board of Housing, Building and Planning*) - www.boverket.se
- Ekobrottsmyndigheten (*Swedish Economic Crime Authority*) - www.ekobrottsmyndigheten.se
- Elsäkerhetsverket (*Elsäkerhetsverket; safe and interference-free electricity*) - www.elsakerhetsverket.se
- Fastighetsmäklarinspektionen (*The Swedish Estate Agents Inspectorate*) - www.fmi.se
- Finansinspektionen (*FI: government authority tasked with monitoring the financial market*) - www.fi.se
- Folkhälsomyndigheten (*Public Health Agency of Sweden*) - www.folkhalsomyndigheten.se
- Havs- och vattenmyndigheten (*Swedish Agency for Marine and Water Management*) - www.havochvatten.se
- Inspektionen för strategiska produkter (*Inspectorate of Strategic Products*) - www.isp.se

- Inspektionen för vård och omsorg (*The Health and Social Care Inspectorate*) - www.ivo.se
- Integritetsskyddsmyndigheten (*The Swedish Authority for Privacy Protection*) - www.imy.se
- Kemikalieinspektionen (*The Swedish Chemicals Agency*) - www.kemi.se
- Konkurrensverket (*The Swedish Competition Authority*) - www.konkurrensverket.se
- Konsumentverket (*The Swedish Consumer Agency*) - www.konsumentverket.se
- Livsmedelsverket (*The Swedish Food Agency*) - www.livsmedelsverket.se
- Läkemedelsverket (*The Swedish Medical Products Agency*) - www.lakemedelsverket.se
- Länsstyrelserna (*County Administrative Boards*) - www.lansstyrelsen.se
- Myndigheten för samhällsskydd och beredskap (*The Swedish Civil Contingencies Agency*) - www.msb.se
- Naturvårdsverket (*The Swedish Environmental Protection Agency*) - www.naturvardsverket.se
- Post- och telestyrelsen (*The Swedish Post and Telecom Authority*) - www.pts.se
- Regeringskansliet (*The Government Offices of Sweden*) - www.regeringen.se
- Revisorsinspektionen (*The Swedish Inspectorate of Auditors*) - www.revisorsinspektionen.se
- Skatteverket (*The Swedish Tax Agency*) - www.skatteverket.se

- Inspektionen för vård och omsorg (*The Health and Social Care Inspectorate*) - www.ivo.se
- Integritetsskyddsmyndigheten (*The Swedish Authority for Privacy Protection*) - www.imy.se
- Kemikalieinspektionen (*The Swedish Chemicals Agency*) - www.kemi.se
- Konkurrensverket (*The Swedish Competition Authority*) - www.konkurrensverket.se
- Konsumentverket (*The Swedish Consumer Agency*) - www.konsumentverket.se
- Livsmedelsverket (*The Swedish Food Agency*) - www.livsmedelsverket.se
- Läkemedelsverket (*The Swedish Medical Products Agency*) - www.lakemedelsverket.se
- Länsstyrelserna (*County Administrative Boards*) - www.lansstyrelsen.se
- Myndigheten för samhällsskydd och beredskap (*The Swedish Civil Contingencies Agency*) - www.msb.se
- Naturvårdsverket (*The Swedish Environmental Protection Agency*) - www.naturvardsverket.se
- Post- och telestyrelsen (*The Swedish Post and Telecom Authority*) - www.pts.se
- Regeringskansliet (*The Government Offices of Sweden*) - www.regeringen.se
- Revisorsinspektionen (*The Swedish Inspectorate of Auditors*) - www.revisorsinspektionen.se
- Skatteverket (*The Swedish Tax Agency*) - www.skatteverket.se

- Skogsstyrelsen (*The Swedish Forest Agency*) - www.skogsstyrelsen.se
- Spelinspektionen (*The Swedish Gambling Authority*) - www.spelinspektionen.se
- Statens energimyndighet (*The Swedish Energy Agency*) - www.energimyndigheten.se
- Statens jordbruksverk (*The Swedish Board of Agriculture*) - www.jordbruksverket.se
- Styrelsen för ackreditering och teknisk kontroll (*The Board for Accreditation and Conformity Assessment, SWEDAC*) - www.swedac.se
- Transportstyrelsen (*The Swedish Transport Agency*) - www.transportstyrelsen.se

- Skogsstyrelsen (*The Swedish Forest Agency*) - www.skogsstyrelsen.se
- Spelinspektionen (*The Swedish Gambling Authority*) - www.spelinspektionen.se
- Statens energimyndighet (*The Swedish Energy Agency*) - www.energimyndigheten.se
- Statens jordbruksverk (*The Swedish Board of Agriculture*) - www.jordbruksverket.se
- Styrelsen för ackreditering och teknisk kontroll (*The Board for Accreditation and Conformity Assessment, SWEDAC*) - www.swedac.se
- Transportstyrelsen (*The Swedish Transport Agency*) - www.transportstyrelsen.se