Policy of Channel of Complaints

BLUETAB SOLUTIONS, S.L.U.

Approved by the Administrative Body of in on on

December 22, 2023

Information important about this document	
Identification of the Procedure	*Policy of Channel of Complaints*
Section of others policies that develop	None
Standards that replaces	None
Standards that repeals	None
Related standards	▪ *Policy of Compliance criminal* ▪ *Procedimiento de gestión e investigaciones de Denuncias*
Department or function to the that affects	All t he d epartments an d functions of *BLUETAB*
Personal to that affects	All Member*s of the Organization, Business Partners and Supplier*s as appropriate.
Responsible main of his surveillance	*Responsable del Sistema Interno de Información*
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1. Definitions

Listed below are the definitions of those concepts (cited in *italic*s) that will be frequently used in this document:

- ***BLUETAB / the Organization***: BLUETAB Solutions, S.L.U. company dedicated to data architecture and consulting and which is part of the Bluetab Solutions Group, which in turn is part of the International Business Machines (IBM) group.
- ***Organ of Administration: O***rgan of management social of *BLUETAB t*hat has assigned the responsibility and fundamental authority of the activities, la governance y the policies of BLUETAB a*nd to wh*ich the Seni*or Management re*ports and is accountable.
- ***Compliance Officer:*** organ internal of *BLUETAB* of character unipersonal that is endowed with autonomous powers of initiative and control, al that is le trust, between others commitments, responsibility of monitor the operation and observance of the M*odel of Compliance cr*iminal. The existence of this organ responds to the requirements established in the Spanish criminal regulations (article 31 bis of the Spanish Criminal Code) regarding the supervision of t*he Criminal Compliance Mode*l.
- ***Senior Managem***ent: Management bodies of BL*UETAB to* the extent that they direct and control the *Organization.*
- ***Members of the Organization/BLUETAB:*** the members of the *Body of Administration,* members of the S*enior Managemen*t, employees, workers or temporary employees or those under a collaboration agreement and the rest of the persons under hierarchical subordination of any of the above.
- ***Business Partners and Suppliers:*** any person legal or physical, except the Member*s of the Organization, wit*h whom the Orga*nization main*tains or plans to establish some type of business relationship.By way of example, but not limited to, these include clients, suppliers, intermediaries such as agents or commission agents, external advis*ors, joint-Vent*ures and, in general, natural or legal persons contracted by *BLUETAB* for the delivery of goods or provision of services.
- ***Third:*** Natural or legal person outside t*he Organiza*tion or independent body that relates to it.
- ***Interested parties:*** for the purposes *of the Criminal Compliance* Model, this group includes natural or legal persons who, not being Bus*iness Partners and Suppliers, n*or

*Members of the Organizatio*n, may be affected or perceive themselves as affected by a decision or activity of the *Organization*.

- ***BCG o NCC:*** *Business Conduct Guidelines o Normas de Conducta Comercial.* Documento de IBM al que se ha adherido *BLUETAB* que recoge los principales valores de la Organización, y cuyo principal objetivo es garantizar que las acciones y relaciones con sus clientes, inversores o resto de *Miembros de la Organización* se basen en dichos valores.
- ***Criminal Compliance Model:*** A system of organization and management for crime prevention, whose objective is the prevention, detection, and manage*ment of crimina*l risks through its integration into business processes, as well as measurement for continuous improvement. Its essential basis is represent*ed in the Criminal Compliance* Policy *and the Crime Prevention and Response Manual*.
- ***Policy of Compliance crimi***nal: document that reflects the commitment of compliance *of the Governing Body* and t*he Senior Mana*gem*ent of B*LUETAB, as well as the main strategic objectives of *the Organiza*tion in this matter, including its determination not to tolerate within itself any conduct that may constitute a crime.
- ***Manual of Prevention and Response before*** Crimes: document that has its protection *in this* Policy and includes the measures designed to evaluate, prevent, detect and manage early *Criminal risks*.
- ***Standar***ds: Set of texts that collect the criminal Compli*ance obliga*tions (both internal and external) that are applicable to the *Organization.*
- ***Whistleblowing Channel Polic***y: set of provisions contained in this document, hereinafter also referred to as ***"Policy"***.
- ***Procedure of management e investigation of complaints***: document that establishes the mechanisms necessary for the communication and management manner early of any violation, so as the procedures necessary for the processing internal of Compl*aints a*nd *Inquiries,* and internal processing and investigation of th*ose Compla*ints or any known circumstance that should be investigated.
- ***Criminal ris***k: risk related to the development of conduct that could constitute a crime for which BLUET*AB coul*d be investigated, according to the criminal liability regime of legal entities established in the Spanish Penal Code.
- ***Communicat***ion: Statement raising a question about the scope, interpretation or compliance with the regulations applicable to B*LUETAB.D*epending on

of your content, a communication can contain a *Complaint*, *a Query* or a *Complaint*.

- ***Complaint/Concern:*** Communication by which any Member *of the Organization communicates* any concern, unfair situation or decisions of the Organi*zation that* affects your sphere personal and that are communicated to through *of Channel of Concerns*.
- ***Query: co***mmunication by which any Member o*f the Organization request*s a clarification, response or criterion on the scope, interpretation or compliance with the regulations applicable to *BLUETAB.*
- ***Complaint:*** communication relating to a possible *Non-compliance* of la normative applicable a *BLUETAB.*
- ***Whistleblowing Chann***el: platform that ensures direct, confidential and secure communication of Qu*eries and C*om*plaints bo*th by part of the Membe*rs of the Organization, Business Partners or Th*ird *parties.*
- ***Channel of concerns: mid***dle of communication position to disposition of th*e Members of the Organizati*on so that they can communicate any *Compla*in*t or Concern.*
- ***Internal Information System: m***easures adopted in accordance with Law 2/2023, of February 20, regulating the protection of persons who report regulatory violations and the fight against corruption (or also referred to as the Informant Protection Law) for the management of communications relating to violations of the regulations referred to in said text.
- ***Head of the Internal Information System: BLU****ETAB ha*s appointed the h*ead of the People and CultureDepartment as H*ead of the Internal Information Sy*stem , having the* same management status, being entrusted with the functions of management of the Internal In*formation System and processi*ng of investigation files in the capacity of notifying the Independent Authority for t*he Protection of Informants (IAIP) of their appointment.*
- ***Informant***: person physical or legal that files a C*omplaint*. The figure of t*he Informant* includes:
  - *Members of the Organiza*tion: includes workers whose employment relationship is current, has ended or has not begun, shareholders and people belong*ing to the Gover*ning Bodies, paid or unpaid volunteers and interns.

- *Business Partners and Supp*liers, as well as any person working under their supervision and direction. Subjects or legal entities external to *the Organiz*ation, with the that is has or poses set a relationship commercial, as well as any person who works under their supervision and direction.
- *Third parti*es and others individuals such as, by example, representatives union representatives.
- Any person, physical or legal, with a lace present or future, in the previous contexts.

- ***Reported***: natural or legal person or persons linked to the *Breaches rep*orted, as authors, participants and even cover-ups. They can be identified in the Commu*nication or b*e specified throughout the process of their management.
- ***Parties interested relevant: t*hi**s figure includes, between others, a:
  - Witnesses, u others people who are involved in la *Query or Complaint*.
  - Researchers.
  - Family members, representatives union members, and others people that support t*he Informan*t.
  - Those of the that are obtain the information that motivated the interposition of a *Complain*t.
- ***Retaliatio*n:** Any action or omission, whether attempted, threatened or actual, direct or indirect, of the that may be detach a harm or disadvantage, for the In*formant or* other R*elevant stakeholders, in the* workplace or professionally, solely because of their status in relation to t*he Compl*aint or for having made a public revelation.
- ***Non-compliance:*** behavior, active or passive, that constitutes a violation of the regulations applicable to *BLUETAB.* A *Non-compliance*, depending on its severity, may range from to the mere *Non-compliance* formal of a requirement included in an norm internal, until the commission of acts constituting a crime potentially attributable to the *Organization.*
- ***Notification***: action of informing the parties involved in the procedure, in order to guarantee its correct development and respect for their rights.
- ***Log-Book of information: system*** a through of which that will keep the evidence of the information received and the internal investigations to which it has given rise, guaranteeing, in all cases, the confidentiality requirements.

- ***Good Faith Report:*** **C***omplaint* made pursuant to the provisions of this Procedure *and based on* facts or indicia from which it is reasonably possible to infer the existence of a Non-compli*ance of the leg*islation in force or of the internal regulations. It is considers that *the Compla*int es of good fe when the itself is performs without indignity of revenge or of causing a labor injury or professional to D*efendant or* to a Thi*rd Party.*
- ***Independent Whistleblower Protection Authority (IWA): a***n independent administrative authority, as a state-level public law entity, which will act in the fulfillment of its primary function of protecting whi*stleblowers.* Among its other functions a stand out, is finds the management of its own channel external, the processing of sanctioning procedures and the imposition of sanctions, among others.

2. Purpose of the *Policy of Channel of Complaints*

This BLUET*AB Whistleblowing Channel Policy, approv*ed by its Gover*nment Body, aims to s*pecify the criteria for the use and management of the different communication channels existing in BLUETAB *through* which the Members of th*e Organization, Business* P*artners and Suppliers and Thi*rd *Parties* can submit C*oncerns, Quer*ie*s and/or* Com*plaints a*bout potential No*n-compliances* that may arise within the Organ*ization in t*he development of its activities.

On line with lo set on la Polic*y of Compliance criminal of BLUETAB,* on this document details the different channels that can to such effects, that go from the simple report to the hierarchical superior until communication through the Co*mplaints Channel* of *BLUETAB.*

All BLUET*AB Members are req*uired to report any individual or collective conduct or circumstances that may arise in the context of their activities in BLUETAB an*d that* may constitute a violation of the content of herein text or any other documents that make up the Model o*f Compliance criminal of BLUETAB,* with regardless of whether such behaviors have been ordered or requested by a superior.

3. Scope of application

3.1. Scope of application

This *Policy* is binding and directly applicable to all Me*mbers of the Organiz*ation, regardless of their position and function.

In this sense, this *Policy* binds any person who intends to report a possible Non-C*ompliance in a* professional context with *BLUETAB*. Likewise, binds the the persons who, even if they a*re not Members of the Orga*nization, have knowledge of the existence of any Bre*ach in your rel*ationship professional with BL*UETAB as*, Bu*siness Partners y Suppliers or Thi*rd *Parties*.

3.2. Activities affected

The range of the present *Policy c*overs to all the Co*mplaint*s*, Queries and Complai*nts that may be raised by any Member of *the Organization, Business Partners and Suppliers and Thi*rd *parties*.The *Communications* received may relate to any Non-compl*iance with leg*al regulations that the Inf*ormant bel*ieves may be applicable to BL*UETAB,* as well as any document that makes up the Cri*minal Compliance Model*.

4. Channels of communication

In order for this Policy to *be effec*tively applied, BLUETAB make*s availa*ble to Business Partn*ers and Suppliers and Third Pa*rties *di*fferent internal channels so that they can process any type *of Commun*ication related to possible N*on-Compliances*.

In particular, *BLUETAB* has the following channels for communicating Complain*ts, Que*ries *and Co*mp*laints of* practices contrary to the values or internal regulations of *BLUETAB*:

- Communications **written**:
  - T o throu gh o f mail electronic directed to *Responsible of s ystem i nternal of information*:

    canal.preocupaciones@bluetab.net
  - To through of a form electronic on on next link:

    Channel of Complaints of BLUETAB
  - By mail postcard to:

    To the attention of the responsible of Department of People
    Department of BLUETAB
    Ruiz Picasso Building, Pl. Pablo Ruiz Picasso, 11, 2nd Floor,
    Tetuán, 28020 Madrid
- Communication**s oral**:
  - To through of upper hierarchical
  - To through of Responsible of other department.
  - To through of *Compliance Officer.*
- In-pers**on meetin**g with *the Internal Information System Manager wi*thin a maximum of seven (7) days from the request.

In any case, in Verbal C*ommunications* will be previously warned to Informa*nt of the r*ecording of the communication or its transcription and you will be informed of the processing of your data in accordance with the provisions regarding the protection of personal data.

Regardless of of means of communication used, the Informan*t may desig*nate a means of communication preferential for receive information about the state of your Compla*int or pu*tting in contact with the same to request additional information and/or clarification.

Com*munications mad*e through the aforementioned channels will be kept on a durable, secure and accessible medium, such as, for example, a recording or a complete and accurate transcription.

Likewise, for the communicatio*n of C*om*plaints or Con*cerns that personally affect *the Members of the Organization,* BLUETAB has a *Concerns Channel acc*essible through the following communication channels:

- To through of mail electronic: channel.concerns@bluetab.net
- To through of a form electronic: *Channel of concerns o*f BLUETAB
- To through of the upper hierarchical.

The confidentiality guarantee covering the *Communicatio*ns received by any of the above means will be extended to the Communication*s that are sen*t through any other means and/or to persons other than those provided for herein. Likewise, when the Co*mmunication i*s sent by channels that not be the Cha*nnel of Complaints* of la *Organization* or to staff that not be the *Responsible of the System Internal of Informa*tion, los subjects recipients of la information are obliged to send the information received immediately t*o the Person in Charge of the Internal Informa*tion System as the Person in Charge of the *Complaints Channel.*

In addit*ion, BLUE*TAB informs possible Infor*mants who al*so have external channels of information before the authorities competent and, where appropriate, where applicable, before the the institutions, bodies and agencies of the European Union, such as, inter alia:

- En materia de defensa a la competencia: Denuncia de conducta prohibida | CNMC
- En materia de infracciones tributarias: Agencia Tributaria: Denuncias
- If it involves subsidies or fraud involving European funds: Anti-fraud mailbox - Reporting channel of the Recovery and Resilience Facility | Recovery, Transformation, and Resilience Plan, Government of Spain. (planderecuperacion.gob.es)
- National Anti-Fraud Coordination Service: IGAE: National Coordination Service Anti-Fraud (hacienda.gob.es)

Likewise, th*e Organizati*on informs potential Informants *of the exi*stence of a public body called Independent *Authority for the Protection of Informants, A.A.I.*

Although, the use of internal channels mentioned as the preferred channel of communication is recommended.

If during the development of it arranged in the present Pol*icy and in* the Proc*edure of management and investigation of Complaints indic*ations are detected that the reported facts may constitute a criminal offense, these must be immediately referred to the Public Prosecutor's Office or the European Public Prosecutor's Office, as appropriate.

5. Principles and guarantees of System Internal of Information

With regard to Communications made by Members of the Organization, Business Partners and Suppliers and Third Parties, BLUETAB guarantees the absence of retaliation for those Communications made in good faith or by those actions tending to avoid participate in illegal activities.

In all case, the management of System Internal of Information will be guided, at all moment, by the following three general principles:

- **Confidentiality Principle: The** confidentiality of the identity of the Informant and the Reported Party, as well as any other relevant Interested Party affected by the Complaint, will be guaranteed.

  In this sense, everyone participating in the investigations must maintain the confidentiality of the information received or known.And therefore, it cannot disclose to third parties the information known in the exercise of its functions, in especially that relating to personal data.

  The exception to the previous paragraph has to do with the need to share information with the people involved in the case respecting the principle of need of know in those cases where it is strictly necessary.

- **Principle of objectivity**: not only the facts and circumstances that establish and aggravate the responsibility of the subject of the Complaint, but also the that exempt him from it or extinguish or attenuate it.

- **Principle of impartiality**: Complaints and any subsequent investigations will be handled by appointing individuals who have no connection to the affected activities or businesses. Likewise, will ensure that not have no relationship with persons affected, to margin of the strictly professional. It is understood that there is a relationship that transcends the professional if it is known in BLUETAB the existence of a friendship or personal relationship that exceeds the professional relationship, which could violate the required impartiality.

- **Trust Principle: BLUETAB will handle** any reported Non-compliance in an appropriate, serious and objective manner. It will also manage them efficiently and transparently, avoiding, in any case, violating the principle of impartiality, as well as independence and autonomy.

- **Principle of subsidiarity or latest ratio: i**f use can use a channel of communication less harmful for the Reported, *BLUETAB wil*l *fall bac*k to to option less invasive taking into account the circumstances of the case.

  Notwithstanding the foregoing, BL*UETAB ma*y adopt, with respect to the corresponding regulatory guarantees, immediate and precautionary measures until the appropriate resolution of the fact in question. Once the file has been developed, the measures may be continued or interrupted.

- **Principle of adequacy and sufficiency: B***LUETAB w*ill assign to the resolution of the case all the means that are considered adequate and sufficient to fulfill the purposes of the investigation, taking into account the circumstances of the case, of manner that exists traceability of the process of deliberation ad*opted by the* Organization, in a manner that may be able of justifying the measure to any Thi*rd Part*y.

- **Prohibition of *Retaliatio*n:** *BLUETAB* does not tolerat*e any Retal*iation , regardless of whether it occurs in the workplace or personally, against anyone who, in good faith, reports facts that could constitu*te a Default ac*cording to to it provided by thi*s Policy*.

  The *Informant* may request the protection of the A*uthority Independent of Protection of the Informant*. This protection will be also of application al R*eported and* to any other Party *interested relevant in the* process of Compla*int as, b*y example, a family member or a companion who supports you.

  The guaranteed protection may be extended to the R*elevant interested parties, inc*luding, but not limited to, colleagues or family members.

- **Principle of proportionality:** this principle responds to the need of that the sanction is adjusted to the seriousness of the facts, avoiding this being an arbitrary or disproportionate measure. For these purposes, the following principles will be considered:

  - Appropriateness: sanctions must be adequate to end that justify.
  - Sufficiency: sanctions must be sufficient for the end that they chase.
  - Due to process: ever y person has r ight a be hea rd an d a make a ssert the ir legitimate claims against those in charge of the investigation.
  - Presumption of innocence: is the right of all subject of the *Complai*nt, to be treated as if was innocent, until that, in your case, proceed the imposition of a sanction.

6. Rights of I*nformant a*nd of *Reported*

6.1. Rights of *Informant*

The rights of I*nformant a*re the following:

- **Right to confidentiality: The i**dentity of the Informant will no*t be reveal*ed without his or her express consent to any person other than an authorized member under the terms described in th*is Polic*y. This also applies to any information that may allow the identity of the Informant to b*e deduced*. However, it should be noted that the identity of t*he Informa*nt may be revealed when this is an obligation in the context of a judicial process.In the latter case, the consent of the Informant is *not requir*ed to reveal their data, but only prior notice.
- **Right of indemnity:** s must ensure the absence of any form of Retal*iation aga*inst the Informant by the made of having filed a Co*mplaint*, provided that is *a Complaint in goo*d faith, including both threats and attempts. For these purposes, are conside*red Retalia*tion those established in the legislation current. These guarantees of protection f*or the Info*rmant also extend to the Rele*vant Interested Persons in the R*eporting process *who could* suffer negative consequences as a result (including, but not limited to, witnesses, colleagues or family members *of the Info*rmant or legal persons for the that works or maintains a relationship in a context work the *Informant*).

6.2. Rights of *Renounced*

The rights of D*enounced a*re the following:

- **Right to avoid damage to the reputation o*f the Repor*t**ed party: The rights of the affected person must be protected to avoid damage to the reputation u a other consequences negative, preserving his right of presumption of innocence during all the process of research.
- **Right to confidentiality of th**e identity of the De*fendant and* that his or her identity be protected throughout the procedure.
- **Right of defense: T**he accused's rights of defense must be guarantee*d, includi*ng the right of access to the file, the right to know the status of the proceedings, the right to be heard, and the right to effective judicial protection against a decision that concerns him or her in the context of subsequent investigations or judicial proceedings.
- **Right to information, hearing process and access to the file: the Defendant m**ust be guaranteed timely *knowledge o*f the actions or omissions that are being committed against him/her.

attribute and to be heard at any moment from the knowledge of the facts with those related to it.

- **Right to the presumption of innocence and to honor as an affect**ed s*ubject: an*y accused must be treated as if he were innocent, until that, if case, a sanction is imposed .

Regarding the right of access to the file, it should be noted that its exercise must respect the right of confidentiali*ty of Infor*mant, as well as of the rest of of people who have intervened in the investigation procedure, for example, as witnesses.Therefore, it must be guaranteed t*hat the De*fendant does not access documents, recordings or other media in which natural persons involved in the investigation process are identified and/or statements or accounts of facts that they have made. Access must be guaranteed by part of the R*eported to* a summary of the facts investigated, a the diligences carried out (with the limitations indicated above), and to the resolution, including the reasons that justify it.

Likewise, in case of not meet evidence of Non*compliance and* that th*e Complai*nt has been imposed in bad fait*h, the Res*pondent has the possibility of reque*sting the Or*ganization to consider imposing corrective measures for the *Informant*.

7. Roles and responsibilities

The *Administrative Body of* BL*UETAB h*as appointed the head of the Departmentof People *and Culture as R*espons*ible for the internal Information System in* accordance with the provisions of this Policy.

7.1. Responsibilities of R*esponsible of System internal of Information*

The roles and responsibilities *of the Internal Information System Manager i*n relation to the *Queries a*nd *Complain*ts received are as follows:

- Reception of all C*omplain*t*s, Queri*e*s and Comp*laints received through the communication channels detailed in section 4 of this *Policy*.
- Keep a record of the documentary traceability of th*e Complain*ts in *the Information logbook, as w*ell as of the rest of the documentary evidence.
- Analysis of the communications remitted with rigor, independence, autonomy, objectivity and confidentiality.
- Communicate *to the Administrative Bod*y an*y Non-compliance* with the regulations appli*cable to* BLUETAB of any that is known to that may generate criminal liability for the *Organization*.
- Execute th*e Complaint management and investigation procedure from* receipt of the Compla*int unt*il its resolution.
- Maintain a contact constant and fluid with th*e Informant* during the processing of su *Complaint*, *Inquiry or Complain*t.
- Issuance of report of investigation and conclusions about the *Complain*t.

7.2. Responsibilities of *Body of Administration*

The roles and responsibilities of Or*gan of Administration in r*elationship with the *Complai*nt*s, Queries and Compl*aints received are next:

- Formally approve this Polic*y, as w*ell as any modifications or updates required to maintain its validity and effectiveness.
- The *Administrative Body i*s responsible for adopting the pertinent decisions regarding the C*omplaints* about facts that may generate criminal liability for *BLUETA*B, once it has received the investigation report and conclusions of *the C*omplaint, prepared *by the Internal Information System Manager*.

- The *Body of Administrati*on will i*nform to Responsible of System internal of I*nformation of the agreed actions, so that they are properly documented and recorded.

8. Complaints of bad fe

The protection and support provided by *the Organizat*ion will be subject to t*he Informan*t having filed the C*omplaint* acting in good faith.

The *Informant m*ust have reasonable grounds to believe, in light of the circumstances and the information available to him/her , that the the facts that he/she is reporting are true. In this sense, the good faith suppose report having, at less, reasonable reasonable reasonable to believe that the information, about a *possible Defa*ult, communicated was true at the time of reporting.

Those who communicate, deliberately and consciously, information incorrect or misleading will not enjoy support and protection by the *Organization*. In addi*tion, BL*UETAB will analyze each specific case in order to impose proportionate disciplinary measures against t*he Members of the Organizat*ion or business front *to Business Partners y Supplier*s *y Third p*arties filing a Com*munication in* bad faith.

9. Knowledge and diffusion of the present *Policy*

The present *Policy is* delivered and is to disposition of all the *Members of the Organization* in *[include link a page web / intranet / portal del employee].*

Likewise, *BLUETAB* will put the present *Policy* a provision of your *Business Partners and Suppliers and Third* Parties through [include link to website].

10. Protection of data personal

BLUETAB will process the data received thro*ugh the Complaint*s Channel and other communication channels in accordance with current data protection regulations. The processing of personal data will be for the purpose of managing and resolving *any* C*omplaint,* I*nquiry*, or Report, as well as to analyze the criticality of the reported events, conduct an investigation into po*tential breac*hes, adopt the necessary precautionary measures, and, if necessary, initiate the appropriate internal or legal actions.

In order to fulfill these purposes, certain personal data and information must be collected, either directly through the Informant*, through* the person/s determined by the Organization *or through a*uthorized Thi*rd Parti*es specifically contracted for such purposes, who will guarantee the highest level of confidentiality and technical security.

All Member*s of the Organization are obl*iged, and especially in the Whistleblow*ing Channel, to pro*vide information that is their own, true, truthful and lawful, being the only ones responsible for the false demonstrations or inaccurate information provided, as well as as of the consequences internal, administrative and/or legal that may apply.

The *Organization* will ensure in all cases that the different communication channels constitute a secure medium, equipped with the measures required by the regulations on the Protection of Personal Data and information security.

10.1. Conservation of theinformation

BLUETAB will process, manage and store the information and personal data contained in the Com*plaints,* investigations, reports and other documentation in accordance with the deadlines established in the current regulations on data protection and other applicable regulations. This information will also be safeguarded by the I*nternal Information System Manager and will b*e deleted, blocked, or anonymized after the legally established deadlines have expired.