

Privacy protection in Hera Group

Solid infrastructures for a long-term sustainable strategy

Photo by Silvia Camporesi: construction phase of the biomethane plant of Sant'Agata Bolognese

Privacy protection

Governance

Hera has implemented a governance structure dedicated to managing privacy and protecting personal data. This structure ensures that all activities related to data processing comply with current regulations and that responsibilities are clearly defined within the organisation. The privacy team, coordinated by a Data Protection Officer (DPO), oversees policies and procedures, ensuring continuous monitoring and ongoing improvement of processes.

The Top management regularly receives detailed reports on privacy and data protection. These reports include information on activities carried out, any issues identified, corrective measures adopted, and performance indicators related to privacy management. In this way, company management is kept constantly updated and can make informed decisions to ensure compliance with the highest standards of data protection.

Privacy Training for Employees

The company is firmly committed to training its employees on privacy matters. Through regular courses, workshops, and informational materials, Hera raises awareness among all staff about best practices, relevant regulations, and internal procedures to follow in order to guarantee the security of managed information. Training is tailored to different corporate roles, ensuring that each employee understands their responsibilities and knows how to act appropriately in any situation.

Risk Assessment Analysis and Privacy Audits

Hera regularly conducts risk assessments to evaluate the risks associated with personal data processing. These checks enable the early identification of potential vulnerabilities and the adoption of necessary measures to mitigate them. These activities are complemented by regular privacy audits, aimed at verifying compliance with regulations and company policies, as well as monitoring the effectiveness of the solutions implemented.

Data Breach Notification Process

Hera's data protection programme includes a structured process for notifying privacy breaches. In the event of a data breach or incidents that could compromise the security of personal data, the company immediately activates the required procedures: the breach is reported to the competent authorities within the deadlines established by law and, where necessary, the affected individuals are also informed. This approach ensures transparency, promptness, and the highest protection of the rights of those involved.