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**ISSUED**

Compliance

**VERIFIED AND APPROVED**

Direction

## 1 FOREWORD

Our company is committed to promoting sustainable and responsible practices throughout the supply chain. This Code of Conduct sets out the standards we expect from our suppliers in terms of environmental sustainability, social responsibility and ethical practices.

## 2 Compliance with Laws and Regulations

All suppliers must comply with local, national and international laws and regulations concerning the environment, labour and human rights.

## 3. Sustainability Environmental


- **Waste Management:** Suppliers must implement waste management practices that minimise environmental impact.
- **Resource use:** It is crucial to reduce the consumption of natural resources and promote energy and water efficiency.
- **Pollution:** Suppliers must take measures to prevent air, water and soil pollution.

## 4. Rights of Workers

- **Working conditions:** Suppliers must ensure safe and healthy working conditions for all employees.
- **Non-discrimination:** All forms of discrimination are unacceptable; suppliers must promote an inclusive and respectful working environment.
- **Child and forced labour:** The use of child and forced labour in any form is prohibited. Suppliers must ensure that workers' rights are respected at all times.

## 5. Ethics and Integrity

- **Corruption:** Suppliers must operate with integrity and transparency, avoiding corrupt and illegal practices.
- **Conflicts of interest:** It is the responsibility of suppliers to avoid conflicts of interest and to inform the company immediately of any situation that may compromise their neutrality.

	
	<b>Code of Conduct for Sustainability of Suppliers</b>
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## 6. Responsibility Social

Suppliers must actively engage in improving the social conditions of the communities in which they operate, contributing to the sustainable development and welfare of the local community.

## 7. Monitoring and Compliance

The company reserves the right to monitor suppliers' compliance with this Code of Conduct. Suppliers are required to provide documentation and reports on their sustainability and social responsibility practices, as well as to participate in periodic audits communicated in advance. The Supplier, when using subcontractors (if and when duly authorised by the Company), shall remain jointly and severally liable to the Company for the correct execution of the activities entrusted to them and for compliance with the provisions of the CCF.

## 8. Commitment to Continuous Improvement

We expect from suppliers an ongoing commitment to improving sustainable practices and adopting new technologies and methodologies that can reduce environmental impact and promote social responsibility.

## 9. Updates and revisions

This Code will be reviewed periodically on the basis of regulatory and legislative developments, the dissemination of new best practices and the analysis of indications provided by the various corporate Stakeholders.

## Conclusion

Our company is committed to working only with suppliers who share our values of sustainability and responsibility. Working with suppliers who comply with this Code of Conduct is critical to our success and the advancement of sustainability in our supply chain.

Piteco Srl