

CODE OF CONDUCT FOR SUPPLIERS

Code of Conduct for Suppliers



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1 INTRODUCTION

This Supplier Code of Conduct ("Supplier Code") outlines the core values and principles that guide the business activities of Accoppiatura di Asolo S.p.A. It defines the ethical standards, commitments, and behavioural responsibilities that Accoppiatura di Asolo expects from its Suppliers¹ and all participants across its supply chain.

The Supplier Code is founded on the principles outlined in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. It is further inspired by the requirements of the international Social Accountability 8000 certification to which we adhere, in order to improve workers' conditions and promote ethical, fair, and respectful treatment throughout its operations and supply chain. Along with certifications obtained by Accoppiatura di Asolo in quality management (ISO 9001) and environmental management (ISO 14001), underscores Accoppiatura di Asolo's dedication to implementing effective company policies and processes. These certifications not only ensure the highest levels of customer satisfaction but also foster a positive and sustainable interaction with the environment.

The Supplier commits to adhering to the principles and provisions outlined in the Supplier Code, which constitutes a fundamental requirement for establishing and maintaining a business relationship with Accoppiatura di Asolo.

Suppliers are required to comply with all applicable laws and regulations in force in Italy and in the countries in which they operate. This includes, but is not limited to, laws regarding labour rights, human rights, health and safety at work, environmental responsibility, anti-corruption, and the safety and quality of products and services.

The promotion of ethical and responsible practices within the production chain, in accordance with the Supplier Code, requires the adoption of appropriate corporate policies by both the internal organizational structures of Suppliers and Subsuppliers. This ensures effective monitoring of compliance at all levels of the supply chain.

1.1 SHARING

Suppliers commit to sharing the Supplier Code with their employees². Suppliers that engage Subcontractors³ are required to share the Supplier Code with them and ensure their compliance with its principles and provisions.

¹ Supplier refers to any provider of goods or services to Accoppiatura di Asolo spa.

² Employees are defined as individuals who carry out their duties, whether intellectual or manual, under the employment and direction of the employer.

³ A Sub-supplier is defined as a provider of products or services involved at any level within the Supplier's production chain.

1.2 REPORTS

Suppliers are required to promptly notify Accoppiatura di Asolo of any alleged or actual violations of the law or the Supplier Code committed by the Supplier itself, or any such violations by Subsuppliers, consultants, agents, or representatives of which the Supplier becomes aware. Notifications should be sent as soon as possible to the email address of the designated Accoppiatura di Asolo contact person or to richieste@asoltex.com.

1.3 AUDIT

Accoppiatura di Asolo reserves the right, either through its employees or third parties and with reasonable notice, to conduct audits of suppliers to ensure compliance with the Supplier Code. Suppliers are required to provide Accoppiatura di Asolo, or third parties appointed by it, access to their premises and facilities.

Suppliers are also required to provide relevant documentation for inspection to verify compliance with the Supplier Code.

Audits will be conducted in a manner that avoids disruption or interruption of business operations while respecting existing confidentiality agreements and protecting trade secrets in accordance with Article 98 of the Industrial Property Code.

If any non-compliance with the Supplier Code is identified, Accoppiatura di Asolo reserves the right to terminate the contractual relationship with the supplier immediately. Alternatively, Accoppiatura di Asolo may request the implementation of corrective measures within a reasonable period of time. However, Accoppiatura di Asolo reserves the right to terminate the contractual relationship with the supplier in the event of unjustified delays or failure to implement the required corrective measures.

Within the scope of what is contractually permitted in its agreements with Subsuppliers, the Supplier shall ensure that audit activities can also be carried out with respect to Subsuppliers.

The Supplier agrees that Accoppiatura di Asolo may engage directly with trade union representatives, if present at the Supplier's work units, to verify the Supplier's compliance with fundamental labour principles and rights.

The Supplier agrees that Accoppiatura di Asolo may directly engage with Subcontractors to verify their compliance with applicable environmental legislation.

1.4 TRACKABILITY

Suppliers are required to disclose to Accoppiatura di Asolo, upon request, the identity of the Subsuppliers involved in the supply chain. This includes providing information on the geographical location of all facilities involved and the origin of the raw materials used in the production process, thereby ensuring full traceability.

1.5 UPDATE

The adequacy and effectiveness of the Supplier Code require its periodic updating, taking into account regulatory developments, best practices, and feedback from stakeholders and Suppliers. Suggestions, opinions and comments on the Supplier Code can be sent by e-mail to richieste@asoltex.com.

Each update of the Supplier Code will be communicated to the Supplier. Failure by the Supplier to comply with any updated version of the Supplier Code shall grant Accoppiatura di Asolo S.p.A. the right to terminate the existing contractual relationship.

2 HUMAN RIGHTS

Employees shall not be subjected to any form of discrimination based on ethnic origin, colour, gender, sexual orientation, religion, nationality, age, political opinion, trade union affiliation, marital status, physical or mental disability, pregnancy, social background, or any other status or personal characteristic.

The Supplier shall treat employees with dignity and respect, refrain from subjecting them to degrading working conditions, and be committed to fostering a corporate culture in which harassment is not tolerated.

3 WORK

3.1 LABOUR RELATIONS

The employment relationship must be freely agreed upon by both parties, and its termination must be managed in compliance with the law. The supplier guarantees employees the right to fair and favourable working conditions, including the provision of a fair wage and a living wage.

3.2 CHILD LABOUR

Suppliers must not engage in the exploitation of child labour and shall ensure that no workers are employed below the minimum legal age established by the laws of the country where the supplier operates and where the workers are employed. Under no circumstances shall the employment of workers interfere with their compulsory education.

3.3 FORCED WORK

All forms of forced labour, debt bondage, slavery, human trafficking, and work under psychological or physical coercion are strictly prohibited.

Suppliers shall not require employees to perform overtime exceeding the limits set by applicable laws and relevant collective agreements.

Employees must retain possession or direct control of their personal identity and immigration documents, enjoy freedom of movement, and have the right to terminate their employment relationship in compliance with the notice periods established by law and collective agreements.

3.4 WORKING HOURS

Working hours, including both regular and overtime, must adhere to legal requirements and the provisions of applicable national collective labour agreements. Suppliers must compensate employees for overtime hours worked in accordance with the mark-up percentages specified in the applicable collective agreements.

Suppliers must ensure compliance with statutory breaks and rest periods, as well as adhere to laws protecting workers' health and safety in the workplace.

3.5 DISCIPLINARY MEASURES

Employees must be treated with dignity and respect and must never be subjected to verbal, physical, or psychological abuse, coercion, pressure, threats, corporal punishment, or any other form of harassment. Suppliers shall not impose disciplinary measures or sanctions that are unlawful, disproportionate, or detrimental to the dignity of the worker.

3.6 FREEDOM OF ASSOCIATION

Suppliers shall, in compliance with applicable laws, recognize and respect employees' right to associate, organize, or join a trade union, free from interference, sanctions, or retaliation. Suppliers are expected to maintain an open and constructive attitude towards trade union activities.

3.7 PRIVACY

In their dealings with employees, suppliers commit to strictly adhering to personal data protection laws and to refraining from using the collected data for discriminatory purposes or any other purposes that violate the law.

4 HEALTH AND SAFETY

Suppliers are required to not only meet the minimum legal requirements for working conditions but also provide employees with a healthy and safe working environment.

Suppliers must also proactively implement all necessary measures to prevent accidents and injuries. Suppliers are required to comply with all applicable workplace health and safety laws and to

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implement, at a minimum, the following measures: emergency prevention and response tools, building safety and fire protection systems, first aid equipment, and personal protective equipment (including for the storage and handling of chemicals and hazardous materials). Additionally, they must ensure the safety of electrical equipment and systems, prevent noise pollution, and provide adequate lighting, ventilation, hygiene, access to drinking water, and cleanliness in the workplace.

5 ENVIRONMENT

Accoppiatura di Asolo expects its suppliers to actively work towards minimizing the environmental impact of their products and production processes while respecting ecosystems and preserving biodiversity.

Suppliers are required to comply with all environmental regulations, including, but not limited to, laws governing the management of solid and hazardous substances and waste, the handling, use, and disposal of wastewater, air emissions, and noise pollution.

Accoppiatura di Asolo encourages its suppliers to continuously enhance their environmental sustainability policies by adhering to the principles of reduce, reuse, and recycle.

Certification of the environmental management system in accordance with international standards (e.g., ISO 14001, EMAS) is strongly recommended for large-scale production processes or those with significant environmental impact.

6 SAFETY AND QUALITY OF PRODUCTS AND SERVICES

In addition to meeting the minimum security requirements outlined in the contract (including, but not limited to, those specified in Accoppiatura di Asolo's technical compliance specifications), suppliers are required to adhere to all applicable safety regulations related to the products and services they provide.

To deliver products and/or services that align with Accoppiatura di Asolo's requirements and are suitable for their intended purpose, suppliers must adhere to generally accepted industry standards.

Certification of the quality management system according to international standards (i.e. ISO 9001) is strongly recommended.

7 BUSINESS ETHICS

All business activities must uphold the highest standards of integrity, honesty, and fairness.

Suppliers must implement procedures that are reasonably designed to prevent and combat corruption in all its forms. Suppliers must not assist or enable third parties in activities related to money laundering, terrorist financing, or other financial crimes. Suppliers are required to abstain from bid-rigging or any business practices that violate applicable unfair competition and antitrust laws.

Making false statements regarding the conditions or practices implemented in the supply chain constitutes a violation of the Supplier Code.

Both during the execution of contractual relations with Accoppiatura di Asolo and after their termination, suppliers are required to safeguard Accoppiatura di Asolo's confidential information, know-how, and trade secrets, using them solely for purposes authorized by Accoppiatura di Asolo.

Suppliers are required to report to Accoppiatura di Asolo any situation that constitutes, or could potentially constitute, a conflict of interest.

7.1 COMMISSION OF OFFENCES

Suppliers commit to promptly inform Accoppiatura di Asolo if any of their representatives, directors, or managers have been convicted by a final sentence or an irrevocable criminal decree for offences such as criminal association, corruption, false corporate communications, money laundering, fraud, offences against public administration, environmental crimes, or offences related to health and safety at work.

Supplier name

Date

Stamp and signature for acceptance