

# SUPPLIERS' CONDUCT CODE

Relating to the official FASSI Italy document - Doc. 50.02 Rev. 00 dated 10/06/2022

## Guide to social responsibility principles within the supply chain

FASSI Group France aims to promote and ensure sustainable development through:

- Social responsibility ;
- Environment protection ;
- Health and safety in the workplace ;
- Product safety and quality.

FASSI Group France supports and promotes the achievement of the highest standards of company integrity and social and environmental performances within the whole supply chain.

Not only are selection and evaluation of FASSI Group France suppliers based on quality and competitiveness of products and services, but also on the compliance with safety and health requirements for employees, on environment protection and compliance with ethical values.

The following guidelines clearly describe our minimum expectations for corporate ethics, work conditions, human rights and environmental leadership.

This code of conduct for Suppliers refers to FASSI Group France internal code of ethics. FASSI Group France reserves the right to check whether the suppliers comply with this document and to undertake any suitable action in case the non-compliance with this conduct code is acknowledged.

## Business ethics

- **Responsible provisions of materials:** companies are requested to responsibly obtain the raw materials used in their products..
- **Anti-corruption:** companies must work against any form of corruption, including extortion and bribery
- **Privacy:** companies must implement appropriate measures to comply with privacy, to protect personal data against loss and non-authorized access or use, as well as to comply with laws and regulations pertaining to privacy and information security.
- **Disclosure of information:** companies are requested to disclose financial and non-financial information in accordance with applicable regulations and signed non-disclosure agreements.
- **Fair competition/antitrust:** companies must follow fair trade standards as well as conduct business in compliance with all applicable antitrust or anti-competitive laws and regulations
- **Conflicts of interest:** companies must run their business avoiding any appearance of misconduct.
- **Counterfeited parts:** companies must reduce as much as possible the risk to introduce counterfeited and/or diverted parts or materials.
- **Intellectual propriety:** Companies must comply with the current rights of intellectual propriety as well as use commercially reasonable practices to protect technology transfer and confidential know-how.
- **Export control and economic sanctions :** companies are requested to comply with any restrictions applicable on export or re-export of goods, software, services and technology, as well as with any restrictions applicable on sales in specific countries, regions, companies or bodies and individuals.

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### Environment

Suppliers are requested to support a pro-active attitude for environmental responsibility, protecting the environment, conserving natural resources and reducing the environmental impact of their products and services throughout their life cycle. A complete approach includes, but is not limited to:

- **Energy consumption and greenhouse gas emission:** suppliers must implement a strategy leading to a reduction of the energy used in the production cycle and to an energy optimization of the facilities with the introduction of possibly renewable energy sources.
- **Water quality and consumption:** suppliers are expected to efficiently reduce, re-use and recycle water with a responsible wastewater treatment, in order to protect the environment and improve the overall water quality.
- **Air quality:** suppliers are requested to regularly monitor, to adequately control, to reduce and to eliminate as much as possible the emissions that contribute to local air pollution.
- **Management of natural resources and waste reduction:** suppliers are requested to encourage and support the use of sustainable and renewable natural resources, reducing waste and increasing re-use and recycling.
- **Responsible management of chemicals :** suppliers are requested to identify, reduce as much as possible or eliminate the use of dangerous substances within the production processes and in the finished products in order to ensure the compliance with regulations.

### Human rights and working conditions

Suppliers must respect employees' human rights and deal with people with dignity, as recognized by the international community..

- **Child labour/ young employees:** Suppliers must ensure that no form of child labour is ever tolerated..
- **Wage and benefits:** suppliers must provide for wages and benefits, which are in compliance with applicable local laws, including those relating to minimum wages, payment of overtime work and benefits.
- **Working time:** Suppliers must comply with local laws as for working time, including overtime work.
- **Forced labour:** suppliers must prohibit any form of forced (bonded) or obligatory work, including human trafficking.
- **Freedom of association:** suppliers must respect employees' rights to freely associate, to join or not to join trade unions, to collectively bargain and to join workers' councils. Companies must allow the employees to openly communicate with the Management concerning work conditions and management practices, without fear of reprisal, intimidation or harassment.
- **Health and safety:** suppliers must provide employees with a safe workplace and adopt adequate measures to avoid accidents and damages to health, which may occur during the performance of their work, even planning regular and documented training.
- **Harassment:** suppliers must provide a workplace with no form of harassment against employees.
- **No discrimination :** suppliers must not tolerate any form of employment discrimination and they must offer equal work opportunities regardless of worker's or candidate's features such as race, colour, age, sex, sexual orientation, gender identity, ethnic group or national origin, disability, pregnancy, religion, political affiliation, trade union association or marital status.

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