

SUPPLIERS' CODE OF CONDUCT

1. INTRODUCTION

1.1 Purpose:

This Code of Conduct sets out the standards and expectations that the Salice Group has of its Suppliers to ensure that all activities in the supply chain are carried out in an ethical, legal and sustainable manner.

1.2 Scope:

The Code of Conduct applies to all Salice Group Suppliers, whether they are suppliers of goods, services or other items, setting out guidelines for a sustainable supply chain based on strong and lasting partnerships.

1.3 General Principles:

- **Compliance with laws:** All Suppliers are required to operate in compliance with international laws, regulations and rules, and in particular those of the countries in which they operate, in relation to labour, safety and the environment.
- **Environmental sustainability:** All Suppliers are required to share the Salice Group's goal of operating in an environmentally friendly and sustainable manner, with a constant commitment to technological and organisational improvement in order to preserve the ecosystem, use resources responsibly and reduce the environmental impact of activities and waste.
- **Promotion of ethical and sustainable behaviour:** All Suppliers are asked to commit to improving the working standards of their employees by implementing ethical behaviour and health and safety measures.
- **Integrity and transparency:** All suppliers are required to operate with integrity and transparency in all their activities, complying with contractual conditions and avoiding practices such as corruption, extortion, unfair competition and conflicts of interest.
- **Confidentiality and privacy:** All Suppliers are required to protect confidential information and respect the intellectual property of their partners and the Salice Group.

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2. REGULATIONS

2.1 Human Rights and Working Conditions

- **Respect for human rights:** Suppliers must guarantee their employees respect for the human rights enshrined in various international instruments, including the Universal Declaration of Human Rights and the conventions of the International Labour Organisation (ILO).
- **Equal opportunities and diversity:** Suppliers must guarantee their employees equal opportunities without discriminating on the basis of age, gender, race, religion, disability or sexual orientation. Every worker has the right to fair remuneration without discrimination of any kind.
- **Working conditions:** Suppliers must guarantee safe and healthy working conditions in compliance with international regulations and, in particular, with the regulations of the countries in which they operate.
- **Subcontractors and contractors:** Suppliers' decision to use subcontractors and contractors must always be declared and submitted for approval by the Client. Suppliers must monitor their subcontractors to ensure that they comply with all requirements regarding health and safety, prevention of environmental pollution, and tax and social security compliance. The remuneration that Suppliers guarantee to their subcontractors must be fair and satisfactory in order to ensure that the employees of these companies have the same rights as direct employees.

2.2 Environmental Standards

- **Sustainability:** Suppliers must optimise the use of natural resources and minimise the environmental impact of their activities.
Emphasis is placed on the need for careful and economical use of water as a primary resource, including wastewater treatment.
The most energy-intensive Suppliers are asked to implement a continuous monitoring system in order to reduce waste of electricity, gas and compressed air.
- **Waste management:** Suppliers must manage waste responsibly by reducing its quantity, promoting recycling procedures and using the best disposal techniques. They are asked to ensure that all waste is disposed of correctly and certified in accordance with the law.
- **Circular economy:** Suppliers are asked to promote the circular economy, i.e. to implement systems designed to be self-regenerating and create long-term value through:
 - designing products that consume fewer raw materials

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- industrialising products with low energy impact
- reusing and recycling materials
- use of renewable resources or resources with reduced environmental impact
- extending the life cycle of products (reuse, repair, reconditioning)

Suppliers are asked to invest in innovative technologies that support the circular economy.

Suppliers must train employees on circular economy practices and promote a corporate culture focused on sustainability.

- **Monitoring and Evaluation:** Suppliers must be able to provide analyses and performance indicators to monitor progress towards circular economy objectives. Produce sustainability reports documenting progress and initiatives undertaken. Suppliers must be able to document the origin and provenance of the main raw materials used and share this information with the Salice Group.

2.3 Ethics and Compliance

- **Business ethics:** Suppliers must uphold business ethics based on principles of integrity, honesty, fairness, respect and responsibility. Business ethics is not limited to compliance with the law, but extends to doing the right thing for all stakeholders, including employees, customers, sub-suppliers and the community.
- **Compliance:** In order to promote corporate ethics, Suppliers must organise themselves with training programmes, monitoring, audits and reporting mechanisms to identify and address unethical behaviour.
- **Anti-corruption:** Suppliers must avoid any form of corruption, bribery or unethical business practices.
- **Conflict of interest:** Suppliers must avoid situations of conflict of interest and inform the Salice Group of any potential conflicts.
- **Whistleblowing:** Suppliers are asked to implement whistleblowing policies encouraging their employees to report illegal, unethical or dishonest behaviour.

2.4 Confidentiality and Data Protection

- **Confidential information:** Suppliers must protect any confidential information that comes to their knowledge and not disclose it without authorisation.
- **Data protection:** Every individual has the right to have their personal data

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processed fairly, for specific purposes and with the consent of the data subject or on another legitimate basis provided for by law.

Regulation (EU) 2016/679, known as the GDPR, is the main European legislation governing the protection of personal data with which European Suppliers must comply. For other geographical areas, please refer to local regulations.

Data must be processed lawfully, fairly and transparently, collected for specific, explicit and legitimate purposes, and kept only for as long as necessary for those purposes.

- **IT security:** Suppliers must implement internal preventive policies to ward off cyber-attacks and protect their customers and the Salice Group from possible knock-on effects.

3. IMPLEMENTING RULES

The Salice Group aims to obtain the adherence of the majority of its suppliers to the Code of Conduct.

Adherence to the Code of Conduct allows suppliers to obtain preferential status over those who do not adhere to it and, consequently, priority in the procurement of supplies as well as favourable treatment in the definition of contractual conditions.

3.1 Monitoring of conduct and violations

- **Audits and Inspections:** Suppliers who adhere to the Code of Conduct must consent to audits and inspections that ensure and assess not only the purely qualitative aspects of production activities, but also compliance with the code.
- **Violations and Consequences:** Violation of the Code of Conduct or failure to adhere to it will result in a downgrading of the supplier's rating, which in the worst case may preclude supplies to the Salice Group or lead to the termination of existing contracts. The consequences of violations are set out in the Supply Contracts and vary according to their severity.
- **Reporting Procedure:** Suppliers are invited to submit reports exclusively on whistleblowing matters relating to unlawful conduct, irregularities or violations of this code of conduct via the dedicated online platform. This platform can be accessed in the footer of the official Salice website: www.salice.com. It should be noted that the whistleblowing channel is intended exclusively for reports relating to illegal acts or irregularities, and not for other types of corporate communications.

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3.2 Activities under the responsibility of the Salice Group

- **Communication:**
 - Disseminate the Code of Conduct to all current and future Suppliers.
 - Ensure that they understand the importance of complying with these standards.
 - Promote adherence to the Code of Conduct among as many suppliers as possible.
 - Verify that the supplier complies with the Code of Conduct.
- **Support:**
 - Provide support to Suppliers by explaining the details of the Code of Conduct and the expectations of the Salice Group. Provide assistance in implementing any practices that may be useful in complying with the code.
- **Review:**
 - Periodically review and update the Code of Conduct to ensure that it remains aligned with applicable laws and regulations and industry best practices.

4. ADHERENCE TO THE CODE

Supplier Declaration of Acceptance of the Code of Conduct:

The Supplier

Declares that they have read and understood the Salice Group Supplier Code of Conduct. Undertakes to comply with the principles and rules contained therein and to cooperate with the Salice Group to ensure compliance with these standards.

Signature: _____

Name: _____

Title: _____

Date: _____

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