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|  | <b>Codice di Condotta per i Fornitori-<br/>SUPPLIER CHART</b> | S05.10           |
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Dear Supplier,

**Thermocast Spa considers integrity, impartiality, transparency, honesty and trust as fundamental values for its conduct.**

**We expect these values to be the basis of our relationship with our suppliers.**


In this regard, we would like to draw your attention to our Code of Ethics (also available on the website [www.thermocast.it](http://www.thermocast.it)) and to the Code of Conduct for Suppliers presented below.

We are confident that you will agree that good business relationships are based on trust and mutual respect for the principles and rules of conduct mentioned in the Code of Ethics and the Supplier Code of Conduct.

Thank you for your cooperation.

Thermocast Spa

[www.thermocast.it](http://www.thermocast.it)

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## 1. INTEGRITY

Each Supplier shall make all necessary efforts to ensure that its employees strictly comply with the laws and regulations in force in the countries in which they operate, act in accordance with the principles of correctness and transparency, refrain from any form of corruption or undue pressure on third parties and avoid any situation of conflict of interest. Under no circumstances may the pursuit of Thermocast Spa interests lead to the commission of criminal or illegal acts or in any way contravene the principles of this Code.

## 2. ENVIRONMENTAL RESPONSIBILITY

Thermocast Spa expects its suppliers to carry out their activities with an awareness of the impact they have on the environment and their communities and consequently to be committed to respect for the environment, efficient use of natural resources and minimisation of polluting emissions.

Thermocast Spa expects its suppliers to operate in accordance with ISO14001 in relation to the monitoring, management and reduction of the organisation's environmental impact, including through their own policies.

## 3. VOLUNTARY AND REGULAR LABOUR

Thermocast Spa rejects all forms of child labour and requires that its suppliers also reject this form of labour and that they only employ workers with a regular visa and/or residence permit, employed under a regular employment contract and in compliance with national regulations.

## 4. HEALTH AND SAFETY


Thermocast Spa requires each supplier to provide healthy and safe working conditions for all those who work for them and to ensure compliance with all accident prevention regulations to protect the health and safety of employees.

## 5. PROTECTION OF HUMAN RESOURCES

Suppliers are committed to ensuring that equality and human dignity are always respected within their organisations. Thermocast Spa does not tolerate any discriminatory behaviour - be it based on gender, age, sexual orientation, ethnicity, language, religion, political opinions, personal or social conditions - harassment, intimidation or bullying (mobbing, bossing).

## 6. TRANSPARENCY AND COMPLETENESS

Thermocast Spa considers transparency, completeness and accuracy of information as a fundamental requirement for making autonomous and informed decisions. Thermocast Spa therefore expects suppliers to implement and promote transparent, complete and clear communication at all levels and that the information provided is easily verifiable and immediately understandable.

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## 7. QUALITY AND PROFESSIONALISM

Thermocast Spa expects from its suppliers a commitment to continuous improvement of the quality of the products and services offered and the provision of the best professionals available, from whom it expects the utmost commitment and diligence.

## 8. GIFTS AND HOSPITALITY

Suppliers must refrain from offering Thermocast Spa employees and/or their family members, even indirectly:

- Gifts, except those of modest value, given occasionally and exclusively in the context of normal courtesy relations (examples are a bottle of wine, flowers, fruit baskets, delicacies and other modest gifts to commemorate an occasion);
- Hospitality of any kind, except for those related to business or professional needs and limited to the time strictly necessary to fulfil them;
- any other type of gift, including holidays or other types of invitations.

## 9. EXPORT AND BUSINESS COMPLIANCE

Each Supplier undertakes to comply with local and international regulations governing the marketing of dual-use products or restricting the commercial exchange of certain goods or with certain entities.

## 10. SUPPLIER SUPPLY CHAIN

Thermocast Spa hopes that its suppliers will also require their supply chain to comply with the above principles and that, consequently, they will not enter or maintain business relations with any party that has behaved in a manner incompatible with the contents of the Code of Conduct.

## 11. CONFIDENTIALITY

All information - including that relating to intellectual property, know-how and price-sensitive information - communicated by Thermocast Spa to a supplier is strictly confidential. Suppliers shall take all necessary organisational measures to ensure that only expressly authorised personnel have access to such information and that it is not disclosed in any way and/or used for purposes other than those for which it was communicated.

## IMPLEMENTATION

If, in the course of the business relationship with Thermocast Spa, shortcomings are found in the respect of the principles set forth in this Code of Conduct, Thermocast Spa reserves the right to ask the supplier to implement corrective plans; in case of serious and repeated violations, Thermocast Spa reserves the right to take any useful action to protect its image and reputation.

Any behavior that does not comply with the above-mentioned principles as well as with the Code of Ethics or legal provisions must be reported, even anonymously, to Thermocast Spa.