

## CODE OF CONDUCT to collaborate with DE ANGELI PRODOTTI S.R.L.

The Code of conduct of De Angeli Prodotti S.r.l. regulates the ethical believes required to respect people and environment. Our company reserves the right to change this code according to the changes of its requirements and standards.

The collaborators of De Angeli Prodotti are hereby declaring that:

**Legal conformity:**

they respect the law of the applicable legal system and to don't break them for any reason.

**Bribery and corruption prohibition:**

they never engage or take part of any form of corruption or bribery directly or indirectly and to not offer anything of value to the government entities or private companies to receive any kind of favor or to obtain any advantage improperly.

**Competition and anti-trust laws:**

they are fair respecting the national and international competition laws, to not be involved in market sharing information, fix prices market or customer allocation.

**Conflicts of interest:**

they desist from all the conflicts of interest that may affect business relationship.

**Rights for Intellectual property:**

they respect the rights of intellectual property of other people or entities.

**Human rights of employees:**

They adopt equal opportunities and treatments for all the employees independently from the race, sex, age, skin color, social background, nationality, disabilities, political or religious conviction or sexual orientation.

They prohibit any behavior (gestures, language, physical contact) that is sexual, coercive, threatening, exploitative or abusive.

They respect personal dignity, rights and privacy of each person.

They reject improper treatments of workers, like mental discrimination, sexual harassment or mental cruelty.

They refuse to hire or make anyone work against his wiliness.

They recognize the right of free association of employees, if legally possible, and to never discriminate or favor members of employee organization or unions.

They ensure the legal minimum remuneration and the statutory minimum wage.

They observe the laws about the maximum working hours for the employees.

**Health and safety:**

They are responsible for the health and safety of its employers.

They ensure that all the employers are aware about health and safety subject.

They have and they respect an internal health and safety system.

They control and use the best reasonably possible precautionary measures against accidents and occupational diseases.

**Child labor prohibition:**

They don't employ workers under the age of 15 or, under the age of 14 in the countries subject to the ILO Convention 138

**Suppliers:**

They make sure that all their suppliers compliance with this code of conduct.

They do not discriminate on the supplier selection and treatment.

They don't produce using raw materials which finance groups who violate human rights in a direct or indirect way.

**Protection of the environment:**

They have and they respect an internal environmental system.

They reduce to the minimum the environmental pollution and they act to improve the environmental protection.

They respect the law of their state to about environmental protection.

**DE ANGELI PRODOTTI S.r.l.**  
Gianluca Mora  
(rappresentante legale)