

CODE OF CONDUCT

TechnoAlpin
group suppliers

TECHNOALPIN®

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INTRODUCTION

For the TechnoAlpin Group, sustainability and respect for environmental, social, and ethical principles are guiding values that inspire our strategic decisions and our way of working. We consider suppliers key partners with whom we aim to build a strong, responsible, and future-oriented value chain.

This Code of Conduct defines the values, principles, and behaviors we expect from everyone who works with us.

Suppliers, subcontractors, and third parties are required to comply with it in all activities carried out within the scope of the contractual relationship.

PURPOSE

This document aims to:

- › strengthen a shared culture of ethics and responsibility
- › define common minimum standards for labor, human rights, environment, integrity, and transparency
- › promote relationships based on trust, cooperation, and continuous improvement.

The Code is inspired by major international references, including: the Universal Declaration of Human Rights, ILO Conventions, the Ten Principles of the Global Compact, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

SCOPE OF APPLICATION

The Code applies to all suppliers, business partners, subcontractors, and their employees involved directly or indirectly in activities carried out on our behalf, hereinafter referred to as “suppliers.”

FUNDAMENTAL ETHICAL PRINCIPLES

› Compliance with Laws

Suppliers operate in compliance with all applicable national, European, and international laws and regulations related to their industry, workers’ rights, health and safety, the environment, and competition.



› Human Rights and Working Conditions

Suppliers are committed to prohibiting forced labor, bonded labor, child labor, and any other form of exploitation. They respect the freedom of association and the right to collective bargaining for workers and ensure fair, safe, and dignified working conditions. Suppliers must comply with local regulations on working hours and rest periods. Compensation must comply with applicable laws regarding minimum wage, overtime, and mandatory benefits. They must also ensure a workplace free from harassment, abuse, and any form of discrimination based on race, ethnicity, gender, sexual orientation, age, religion, disability, pregnancy, political or union affiliation, health conditions, marital status, or other protected characteristics. In all cases, full respect for human rights must be guaranteed. The TechnoAlpin Group encourages the promotion of diversity and inclusion in the workplace.

› Health and Safety

Suppliers are committed to ensuring a safe and healthy working environment that complies with national regulations and international standards. They must implement effective measures to identify and manage risks, prevent accidents and occupational illnesses, and provide adequate training to all workers.

› Environmental Protection

Suppliers are committed to minimizing the environmental impact of their activities, using natural resources responsibly, optimizing the management of solid and liquid waste, and promoting sustainable sourcing wherever possible. They must obtain, maintain, and update all required environmental permits, authorizations, and registrations; they must also comply with all national and local environmental regulations regarding hazardous substances and spills. The TechnoAlpin Group encourages the optimization of transport strategies to reduce the environmental impact of shipped products, with regard to transport means,

distances, and packaging materials. It also encourages the use of renewable energy and initiatives aimed at reducing energy consumption and supporting climate protection.

› Integrity and Transparency

Suppliers guarantee the highest ethical standards: all forms of corruption, bribery, extortion, and misconduct are prohibited. Business activities must be transparent, honest, and compliant with competition and international trade laws. Suppliers must avoid conflicts of interest, protect confidentiality and personal data, respect intellectual property, and ensure the accuracy of business documentation. It is essential to handle data securely and corporate information truthfully and in accordance with regulations. Furthermore, suppliers must inform the TechnoAlpin Group if they are involved in legal proceedings or investigations that may affect their business or reputation. See the detailed obligations in the Organization, Management and Control Model pursuant to Legislative Decree 231/2001 adopted by the TechnoAlpin Group.

› Quality

Suppliers must comply with recognized quality standards and contractual requirements to ensure that products and services are safe, effective, and meet expectations. They must promptly report any changes in materials, processes, or production sites that could affect specifications.

REQUIRED COMMITMENTS

By signing the contract, each supplier commits to adopting and maintaining behaviors that comply with the provisions of this Code. It is essential to communicate the requirements of this Code to employees and partners.

Upon request, the supplier agrees to provide documentary evidence and cooperate with any monitoring, audit, or verification activities. The supplier also commits to implementing corrective actions in case of behaviors inconsistent with the values outlined in this Code.

The TechnoAlpin Group reserves the right to verify, including on a sample basis and with the support of appointed third parties, compliance with this Code by its suppliers, through documentation requests,

audits, or specific meetings. Failure to comply with the commitments set forth in this Code, or any refusal to cooperate in verifications, may constitute grounds for contract termination, without prejudice to any other action provided by law or existing agreements. The TechnoAlpin Group encourages the implementation of an effective management system to ensure compliance with legal, ethical, and environmental standards.

GRIEVANCE MECHANISMS

A protected channel to report for potentially non-compliant behavior (whistleblowing) is available. Suppliers are encouraged to report any suspected violation of this Code. All reports will be treated with the utmost confidentiality, safeguarding the identity and rights of the reporting person.





**SETTING
THE STANDARDS**

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