

GROUP POLICY

CODE OF ETHICS

GPOL-01



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2.3 Excellence: delivering superior results, so that we are always chosen by the best 4
2.4 Integrity: operating in adherence to moral and ethical principles 4
2.5 Accountability: being answerable for our actions and the actions of our teams 4
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2.1 Innovation: being one step ahead

2.2 Passion: being driven by passion and heart

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2.6





c) *Fighting against forced labor and modern slavery*

d) *Recognizing and respecting the right to work and freedom of association*

e) *Respecting the local legislation and business practices relating to working hours and paid leave*

f) *Taking into consideration local communities*

Personnel's behavior

Conflict of interest

Outside Activities



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Accountability and accounting principles

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4.1 Product safety and compliance with technical regulations

4.2 Tax and customs regulations

4.3 Fair Competition and Antitrust law Compliance

4.4 Foreign trade legislation



4.5 Economic sanctions and money laundering prevention

5.1 Corporate governance and internal control system

6.1 Dissemination of the Code of Ethics, continuous improvement and training

6.2 Commitment to comply with the Code of Ethics

6.3 Reporting of Violations