

Supplier Code of Conduct

Letter to Suppliers

Dear Suppliers,

The aim of this Code of Conduct is to share our fundamental commitment towards ESG (Environmental, Social and Corporate Governance) issues with you and, as key partners for our business, to raise awareness about adopting behaviour aimed at protecting the environment and human rights.

For MER MEC Group Companies, acting in a socially responsible way means considering the repercussions of their behaviour towards the environment and in their relations with staff, the community, business partners, customers, and institutions.

MER MEC Group Companies' reputation is based on the ability to keep the promises we have made and taking responsibility for our actions.

As a result, we work with the utmost integrity, culture of compliance and respect for human rights, while reducing the impact of our technology and environmental footprint. We are also committed to ensuring that our choices and decisions are guided by the highest ethical values, and we expect the same from our suppliers.

To keep the promises made, MER MEC Group Companies have launched a series of initiatives over the years aimed at consolidating their commitment to promoting a global and sustainable economy.

In particular, in 2019 they joined the United Nations Global Compact, a further step towards a strategy that embraces social and environmental aspects within the scope of their business and that encourages the adoption of behaviour that contributes to the success of the company and well-being of the community.

We invite you to read our code of ethics and share our commitment to sustainability, by supporting us in our mission to ensure a more sustainable future.

We firmly believe that such an effort can help promote the professional development of our suppliers, pushing them to improve more and more and to implement an ethical way of doing business.

Best regards,

Cav. Lav. Vito Pertosa

TLP: White

GLOBAL COMPACT



HUMAN RIGHTS

1. Support and respect the protection of universally proclaimed human rights
2. Ensure that business practices are not complicit, even indirectly, in human rights abuses



WORK

3. Uphold workers' freedom of association and the recognition of the right to collective bargaining
4. Eliminate all forms of forced and compulsory labour
5. Abolish child labour
6. Eliminate all forms of discrimination in employment and occupation



ENVIRONMENT

7. Adopt a preventive approach to environmental challenges
8. Conduct environmentally responsible activities
9. Encourage the development and diffusion of environmentally friendly technologies



ANTI-CORRUPTION

10. Fight corruption in all its forms including extortion and bribery

Code of Conduct

This Code of Conduct represents MER MEC Group Companies' general expectations towards their suppliers.

MER MEC Group Companies adopt the principles of the Global Compact and ask their suppliers to commit to each of the following points, divided into three categories: Human Rights & Labour; Environment; Integrity and Anti-corruption.

The initiation and maintenance of MER MEC Group Companies' business relations with suppliers are based on the degree of involvement and application of these points by the suppliers themselves.

HUMAN RIGHTS & LABOUR

Prohibition of child labour

The supplier recognises and respects human and children's rights, such as the right to play and the right to education. It undertakes to respect the minimum age for employment and to take measures to identify and prevent any form of child exploitation.

Prohibition of forced labour

The supplier recognises fundamental labour rights, including the protection of workers' health and safety and respect for the freedom of association of its employees. It condemns any form of forced or compulsory labour and slavery and ensures that its employees are not restricted by physical restraints, abuse and threats.

Occupational health and safety

The supplier complies with occupational safety and health laws and undertakes to provide and maintain a healthy and safe working environment for employees by identifying and managing risks, implementing appropriate preventive measures and assessing their effectiveness.

Fair wages, working hours

The supplier pays employees a fair wage for the work carried out and complies with the laws on minimum wage, working hours and weekly rest periods.

It also recognises the right to rest and leisure, ensuring work-life balance.

Prohibition of discrimination, appreciation of diversity

The supplier undertakes to:

- guarantee impartiality, eliminating prejudices and repudiating any form of direct or indirect, multiple and interrelated discrimination in relation to gender, age, orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category and religious faith;
- promote inclusive and transparent working conditions that enable the removal of cultural, organisational and relational obstacles, promoting an optimal work-life balance and equal opportunities between people.

ENVIRONMENT

Reduction of pollution and waste of resources

The supplier is committed to protecting the environment, minimising environmental impacts and optimising the use of energy, natural and water resources. It respects and promotes compliance with international obligations on climate change such as the reduction of CO2 emissions.

It manages and monitors the environmental aspects related to its business activities, following internationally recognised environmental management models.

Moreover, with a view to sustainable development, it carries out its business operations responsibly without compromising the needs of future generations.

Waste management and material recycling

The supplier takes the necessary measures to reduce the amount of waste produced and to promote circular economy, such as the reuse and recycling of products. Where this is not possible, the supplier ensures the correct disposal of the product.

Biodiversity

The supplier undertakes to respect, preserve, protect and promote biodiversity in all its operations and throughout the entire supply chain. It also works to defend areas of high conservation value.

INTEGRITY AND ANTI-CORRUPTION

Management Systems

The supplier undertakes to pursue sustainable development by obtaining voluntary certifications. It also takes steps to implement management systems (including objectives, policies, manuals, procedures, instructions and forms).

Integrity, protection of privacy

The supplier must operate in compliance with applicable international, EU, national, regional and local laws and regulations.

It must also process any personal data and confidential information acquired in compliance with data protection and information privacy laws. The supplier must protect the right to privacy of the parties with whom it interfaces, using the data and information collected only for legitimate, defined and appropriate purposes.

Anti-corruption and illegal activities

The supplier must refrain from engaging in any form of corruption. Abuse or misuse of entrusted powers for personal gain is not tolerated.

The supplier must respect the principles of free competition, loyalty and fairness, without favouring or tolerating any violations of Human Rights and other illegal activities.

Italian Legislative Decree 231/2001 (Administrative responsibility of entities) and Code of Ethics

The supplier undertakes to comply with the control systems defined by MER MEC Group Companies within their Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, as well as the ethical and behavioural principles set out in its own code of ethics.

Declaration of Commitment

When filling in the supplier assessment and qualification questionnaire, MER MEC Group Companies ask the supplier to sign this document, with which it undertakes to accept the Group's policies, to comply with the Code of Conduct and to share and transmit its values throughout its supply chain.

Moreover, the supplier undertakes to make sustainable procurements, considering, in its purchasing decisions, the environmental, social and ethical performance of the products or services supplied, throughout their entire life cycle.

Date,

Stamp and Signature of
Legal Representative

TLP: White