



Code of Ethics for Suppliers and Third Party Intermediaries

This Code of Ethics defines the basic principles which parties and natural or legal persons are required to comply with when supplying goods, services or intermediation activities to SIT S.p.a or its Group companies (The *SIT Group*).

The SIT Group has focused on ensuring high ethical standards since its inception. Our core values define the way in which we strive to operate both as individuals and as a team: Suppliers and Third Party Intermediaries must also comply with these values and declare that they:

COMPLIANCE WITH APPLICABLE LAWS

- Observe the laws of the judicial systems that are applicable at a given time;
- Comply with applicable International Agreements and binding International Law;

RESPECT FOR HUMAN RIGHTS

- Promote the fair treatment and recruitment of employees, ensuring equal opportunities without any distinction on the basis of gender, age, ethnic origin, nationality, language, religion, trade union membership, political opinion or sexual orientation;
- Refrain from engaging in the practice of forced labour – or, in any case, against the will of the employee -, of slavery or trafficking in human beings;
- Provide non-discriminatory remuneration and in any case suitable to guarantee the minimum wages laid down by national laws;
- Comply with the maximum number of hours set by applicable regulations, ensuring decent working hours and adequate break periods;
- Recognise, in accordance with national law, the right to association and to trade unions and the access to collective bargaining for employees;
- Respect the right to personal dignity and to the privacy of each individual, in particular by not allowing their inhuman, degrading, cruel, threatening and coercive treatment or harassment, including sexual harassment;

PROHIBITION OF CHILD LABOUR

- Do not hire workers aged below the legal minimum age provided for by applicable laws, and, in any case, of not younger than 15 years of age (or 14 years of age for developing countries identified by the ILO Convention No. 138);

EMPLOYEE HEALTH AND SAFETY

- Set up and use an appropriate system designed to manage the safety and health of workers, while simultaneously providing suitable training and informative activities for them;
- Keep sources of risk under control by taking suitable precautionary measures to minimise the risk of accidents and occupational illnesses;

ENVIRONMENTAL PROTECTION AND ECO-SUSTAINABILITY

- Observe the applicable national and supranational regulations on environmental protection;
- Set up a suitable environmental management system designed to minimise the emissions of polluting substances;

CONFLICT MINERALS

- Do not use raw materials, semi-finished products or products within their production cycle which, directly or indirectly, finance armed groups that commit acts in violation of human rights;

CONFLICTS OF INTEREST, CORRUPTION

- Do not directly or indirectly allow, undertake and sanction any form of corruption or extortion and do not grant, offer or promise the donation of any sum of money or other benefits to public or private parties in order to obtain undue advantages on the market;
- Avoid any conflict of interest that may influence the relationship with the SIT Group and to promptly inform the Group of such circumstances;

COMPETITION, ANTI-TRUST, CONFIDENTIAL INFORMATION

- Comply with the applicable national and supranational regulations on anti-trust and competition;
- Do not directly or indirectly participate in any activity for the setting of prices, division of market shares, dumping or bid-rigging;
- Protect any form of confidential information provided or, in any case, concerning the SIT Group of Companies or any of its partners;

INTELLECTUAL PROPERTY RIGHTS

- Comply with intellectual property rights related to the SIT Group, as well as those of third parties;

SUPPLY

- Select main suppliers on the basis of their adherence to standards that are comparable to those defined in this Code of Conduct for SIT Group suppliers.