



Termignoni S.p.A. constantly strives to offer quality, safe and environmentally friendly products.

Termignoni S.p.A. intends to pursue its strategic business objectives in an ethical, responsible and sustainable manner towards its customers, suppliers, employees and all stakeholders.

To achieve its goals in a responsible and sustainable manner, Termignoni S.p.A. management has established specific policies to make all stakeholders aware and involved.

This Policy defines the guidelines that Termignoni S.p.A. expects from its suppliers regarding corporate social responsibility issues.

Termignoni S.p.A. invites its suppliers to encourage its subcontractors to comply with The guidelines established in this document.

RESPONSIBLE SOURCING

Termignoni S.p.A. is committed to a policy of responsible sourcing of materials, equipment and manufacturing services and favors suppliers whose policies and practices support a high level of corporate social responsibility. If Termignoni S.p.A. becomes aware that a supplier is not demonstrating the necessary commitment to following the directions of this policy, an evaluation of the supplier may be conducted to determine a possible suspension or termination of the supply relationship.

CHILD LABOR AND YOUNG WORKERS

Termignoni S.p.A.'s suppliers may not employ child labor or persons of age younger than that legally required to commence employment under the legislation in force where the supplier is located. In any case, persons under the age of fifteen should never be employed by a TERMIGNONI S.P.A. supplier, unless an exception is expressly provided for by applicable international conventions or local legislation. Termignoni S.p.A. invites its suppliers to implement a corresponding obligation to all subcontractors.

WAGES, BENEFITS AND WORKING HOURS

Termignoni S.p.A.'s suppliers must guarantee their employees the legal minimum wages. Wages must meet basic needs. The paycheck must be clearly and regularly detailed. Wages must be delivered according to legal requirements and in the most convenient way for the employee. Termignoni S.p.A.'s suppliers must not enter into collaboration contracts that do not allow for the worker's contribution regularization. Termignoni S.p.A.'s suppliers must not apply false apprenticeship schemes.

In order to reconcile work commitments with family and personal needs, Termignoni S.p.A. suppliers must comply with laws and industry standards regarding working hours, taking into account service requirements. Requests for overtime must be made

In accordance with applicable laws and standards.

FORCED AND COMPULSORY LABOR

Termignoni S.p.A.'s suppliers may not use any form of forced labor or compulsory, slavery, servitude or human trafficking.

Termignoni S.p.A. calls on its suppliers to equip all subcontractors with an obligation corresponding.

ETHICAL RECRUITMENT

Termignoni S.p.A.'s suppliers must promote respect for the principles of equality and equal opportunity in personnel selection and recruitment activities, rejecting any form of favoritism.



Termignoni S.p.A.'s suppliers must also refuse any form of discrimination against their collaborators throughout their working relationship, favoring decision-making and evaluation processes based on commonly shared objective criteria.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Termignoni S.p.A.'s suppliers must uphold the principle of freedom of association and favors the effective recognition of the right to collective bargaining.

OCCUPATIONAL HEALTH AND SAFETY

Termignoni S.p.A. believes that occupational health and safety is a fundamental right of employees. Termignoni S.p.A. therefore encourages its suppliers to consider occupational health and safety as a priority and to provide and maintain a safe working environment for its employees.

Termignoni S.p.A. expects suppliers to implement a health management system and consistent safety. Suppliers of production materials are strongly encouraged to implement a health and safety management system certified to the ISO 45001:2018 standard or equivalent.

HARASSMENT AND NON-DISCRIMINATION

Termignoni S.p.A. expects its suppliers to treat its workers fairly and non-discriminatory with the guarantee of equal opportunity without discrimination and harassment of any kind, including but not limited to sex, sexual orientation, gender identity, ethnicity, color, status, pregnancy and maternity, disability, religious belief, age, social position, union membership, or political belief.

RESPECT FOR DIVERSITY, EQUALITY AND INCLUSION

Termignoni S.p.A.'s suppliers must ensure the performance of activities following ethical principles respecting diversity, valuing equality and ensuring the inclusion of people regardless of sex, sexual orientation, gender identity, ethnicity, skin color, status, pregnancy and maternity, disability, religious belief, age, social position, union membership or political beliefs.

WOMEN'S RIGHTS

Termignoni S.p.A.'s suppliers must promote respect for the principles of equality and equal opportunity in personnel management activities, guaranteeing equal opportunities and rights to women as also indicated in the United Nations Conventions.

ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING

Termignoni S.p.A. has zero tolerance for acts of bribery, extortion, illicit payments and corruption and prohibits them in any direct or indirect form.

Termignoni S.p.A. will not tolerate the involvement of its employees or suppliers in acts of bribery, corruption or money laundering.

Suppliers must not interact with Termignoni S.p.A. employees in any way that could lead to a conflict of interest. Suppliers are required to report any actual or potential conflict of interest to Termignoni S.p.A. as soon as possible.

FAIR COMPETITION AND ANTITRUST

All Termignoni S.p.A. suppliers are required to conduct their business in line with fair competition and in accordance with applicable antitrust and competition laws.

DATA SECURITY PROTECTION



Termignoni S.p.A.'s suppliers are required to carry out specific activities regarding the protection and security of computer data and data on individuals.

Termignoni S.p.A.'s suppliers are also invited to educate all internal resources on the regulations regarding confidentiality and security of processed data, in deference to the EU Regulation 2016/679 ("GDPR").

Termignoni S.p.A.'s suppliers must not disclose confidential information in any way.

Termignoni S.p.A.'s Suppliers are required to respect Termignoni S.p.A.'s intellectual property and are to be held responsible for the use or infringement of patents and/or trademarks and/or other intellectual property rights relating to the use of materials, machinery or working methods used in the performance of their activities. The obligation of confidentiality continues even if there is termination of the employment/collaboration relationship. Information that Termignoni S.p.A. makes available to suppliers in the course of their work must be handled with due confidentiality. They may not be used for illicit purposes, either for personal interest or to benefit the company.

EXPORT CONTROL AND ECONOMIC SANCTIONS

Termignoni S.p.A. expects its suppliers to ensure, by suitable means, that business transactions and activities with Termignoni S.p.A. and third parties do not contravene export control laws and sanctions laws, and to take immediate action if such situations arise with the required information.

Termignoni S.p.A.'s suppliers must not supply Termignoni S.p.A. with parts, materials or services from embargoed countries or sanctioned parties. They must also respond in a timely and accurate manner to requests for information regarding the country of origin and free trade agreements.

REPORTING WRONGDOING AND PROTECTION AGAINST RETALIATION

Termignoni S.p.A. suppliers must ensure that their activities take place in an environment where employees can raise any concerns without fear of retaliation. Termignoni S.p.A. suppliers are strongly encouraged to provide employees with a system for anonymous reporting.

SIGNAL CHANNEL

Any problems related to unethical or illegal behavior may be reported to Termignoni S.p.A. through the e-mail address segnalazioni@termignoni.it

ENVIRONMENTAL STANDARDS

Termignoni S.p.A. expects its suppliers to act proactively to prevent environmental damage and take steps to ensure the promotion of greater environmental responsibility.

Termignoni S.p.A. expects suppliers to implement a protection management system environment and are strongly encouraged to implement an environmental management system as per ISO 14001:2015 standard or equivalent.

GREENHOUSE GAS EMISSIONS, ENERGY EFFICIENCY AND RENEWABLE ENERGY

Termignoni S.p.A. believes that combating climate change and the way we use energy resources determine the future of our society and thus our business.

Termignoni S.p.A. encourages suppliers to implement improvements in their operations to Reduce greenhouse gas emissions by increasing energy efficiency, purchasing energy from renewable or low greenhouse gas emission sources, and investing in renewable energy sources.



Termignoni S.p.A.'s suppliers must give preference, where possible, to the choices of suppliers connected to the territory in order to optimize transportation resulting in minimized emissions and impact on air quality.

WATER QUALITY, MANAGEMENT AND CONSUMPTION

Termignoni S.p.A. is aware that water is a limited resource.
Termignoni S.p.A. suppliers are encouraged to adopt technologies and procedures that minimize water use and to recycle and reuse water wherever possible.

NOISE EMISSIONS

Termignoni S.p.A.'s suppliers must implement solutions to contain noise emissions generated by activities and comply with current regulations pertaining to noise emissions.

RESPONSIBLE RESOURCE, LAND AND WASTE MANAGEMENT

Termignoni S.p.A. requires its suppliers to have procedures for the responsible management of chemicals and other hazardous wastes that may damage soil and other natural resources. These procedures should include proactive prevention and minimization of the impact of incidents that may adversely affect soil and the environment.
Termignoni S.p.A. requires its suppliers to have procedures and systems in place for the recovery and recycling of resources used in its production processes.
Termignoni S.p.A. requires its suppliers to conduct R&D to identify new solutions to increase the use of recycled or lower-impact resource use.
Waste treatment and disposal must comply with applicable laws.

Termignoni S.p.A. is aware that maintaining market competitiveness is only possible with a continuous increase in the level of corporate social responsibility of the supply chain. To this end, **Management ensures that this Policy is shared and implemented by all suppliers in the organization.**

Predosa, 5/15/2023
Management