

SUPPLIER CODE OF CONDUCT

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FASSI, an international company leading in the market of hydraulic cranes mounted on trucks, mobile vehicles and fixed locations, with the aim to promote and guarantee a **sustainable development** through:

- **Social responsibility;**
- **Environment protection;**
- **Health and safety in the workplace;**
- **Product safety and quality**

advocates and promotes that the entire supply chain achieves the highest standards for company integrity and social and environmental performances.

Consequently, the **selection and evaluation of suppliers** are not based solely on the quality and competitiveness of their products and services, but are also strictly contingent upon their **compliance** with employee safety and health requirements, commitment to environmental protection, and adherence to ethical values.

The following guidelines clearly delineate our minimum expectations concerning corporate ethics, work conditions, human rights and environmental leadership.

This code of conduct for Suppliers is aligned with Fassi internal Code of Ethics, drawing inspiration from the principles contained in the **Universal Declaration of the United Nations** and to the requirements of the **UNI EN ISO 26000 standard** on social responsibility.

Fassi reserves the right to verify the suppliers compliance with this document and to undertake appropriate action in case should non-compliance with this Supplier Code of Conduct be ascertained.

Business ethics

The supplier must comply with the highest integrity standards and operate honestly and equally throughout the supply chain, in accordance with local laws.

Anti-corruption: companies must work against any form of corruption, including extortion and bribery.

Conflicts of interest: companies must conduct their business avoiding any appearance of misconduct.

Counterfeited parts: companies must reduce as much as possible the risk to introduce counterfeited and/or diverted parts or materials.

Intellectual propriety: companies must comply with the current rights of intellectual propriety as well as use commercially reasonable practices to protect technology transfer and confidential know-how.

Export control and economic sanctions: companies are requested to comply with any restrictions applicable on export or re-export of goods, software, services and technology, as well as with any restrictions applicable on sales in specific countries, regions, companies or bodies and individuals.

Fair competition/antitrust: companies must follow fair trade standards as well as conduct business in compliance with all applicable antitrust or anti-competitive laws and regulations.

Responsible sourcing: companies are requested to responsibly source the raw materials used in their products.

Establishment of the employment relationship: people are employed with a regular employment contract; no form of irregular work or "moonlighting" is tolerated.

Disclosure of information: companies are requested to disclose financial and non-financial information in accordance with applicable regulations and in respect of signed non-disclosure agreements.

Privacy: companies must implement appropriate measures to comply with privacy, to protect personal data against loss and non-authorized access or use, as well as to comply with laws and regulations pertaining to privacy and information security.

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Environment

Suppliers are committed to fostering a proactive approach for environmental responsibility, protecting the environment, conserving natural resources and reducing the environmental impact of production, products and service throughout their life cycle.

A complete approach includes, but is not limited to:

- **Energy consumption and greenhouse gas emission:** Suppliers must implement a strategy leading to a reduction of the energy used in the production cycle through energy optimization of the plants and to the reduction of greenhouse gas emission in the pursuit of decarbonization, with the introduction of possibly renewable energy sources.
- **Water quality and consumption:** we expect suppliers to reduce, re-use and recycle water efficiently through a responsible wastewater treatment, in order to protect the environment and improve overall water quality.
- **Air quality:** Suppliers are requested to regularly monitor, to adequately control, to reduce as much as possible and, if possible, to eliminate the emissions that contribute to local air pollution.
- **Soil quality:** Suppliers are requested to regularly monitor, to adequately control, to reduce as much as possible and, if possible, to eliminate the emissions that contribute to soil and subsoil pollution.
- **Noise emissions:** The supplier commits itself to monitoring and limiting the noise emissions in line with the requirements of current legislation.
- **Natural Resources Management and Waste Reduction:** Suppliers are requested to encourage and promote the use of sustainable and renewable natural resources, reducing waste and increasing re-use and recycling.
- **Management of Hazardous Substances:** suppliers are requested to identify, reduce as much as possible or eliminate the use of dangerous substances within the production processes and in the finished products in order to ensure the compliance with regulations.

Human rights and working conditions

Suppliers must respect employees' human rights as recognized by the international community.

- **Child labour/ work and young workers:** supplier must ensure that no form of child labour is ever tolerated.
- **Wage and benefits:** suppliers must provide for wages and benefits, which are in compliance with applicable local laws, including those relating to minimum wages, payment of overtime work and benefits
- **Working time:** suppliers must comply with local laws as for working time, including overtime work.
- **Forced labour:** suppliers must prohibit any form of forced (bonded) or obligatory work, including human trafficking.
- **Freedom of association and Collective Bargaining:** Suppliers must respect employees' rights to associate freely, to join or not to join trade unions, to bargain collectively and to join workers' councils. The companies must allow the employees to openly communicate with the Management concerning work conditions and management practices, without fear of reprisal, intimidation or harassment.
- **Health and safety:** Suppliers must provide a safe workplace and adopt adequate measures to avoid accidents and damages to health, which may occur during the performance of their duties, even planning regular and documented training.
- **Harassment and Abuse:** Suppliers must guarantee a workplace with no form of harassment against employees.
- **Non-discrimination and Equal Opportunity:** suppliers must not tolerate any form of employment discrimination and must offer equal work opportunities regardless of worker's or candidate's features such as race, colour, age, sex, sexual orientation, gender identity, ethnic group or national origin, disability, pregnancy, religion, political affiliation, trade union association or marital status.
- **Ethnic minorities:** Suppliers must guarantee integration by encouraging intercultural dialogue, the protection of minorities and vulnerable individuals, justice and social protection.