

Supplier Policy

(Fiamma Spa Code of Conduct)

Fiamma Spa requires all its Suppliers to maintain the highest standards of professional conduct and integrity in their business dealings. This applies not only to their dealings with Fiamma Spa, but also to the relationships that Suppliers establish with other customers, suppliers, employees, competitors and associations/communities. Suppliers must therefore:

1. Comply with all applicable laws and regulations.

2. Respect the "zero tolerance" policy applied by Fiamma Spa with regard to corruption.

Suppliers are requested to avoid distributing gifts other than objects with a very low intrinsic value, such as diaries or calendars. Similarly, any hospitality offered must be appropriate with regard to the deal in progress.

3. Comply with strict ethical standards, respecting the rights and dignity of all those they deal with.

In particular, Suppliers must comply with the regulations of the UN Universal Declaration of Human Rights and the International Labour Organization Conventions relating to:

- Elimination of child labour
- Freedom of employment and association
- Respect for the individual and the elimination of discrimination
- Safe and healthy working conditions
- Payment of wages and regular employment contracts
- Reasonable working hours

4. Keep commercial, financial and technical data, as well as Fiamma Spa business correspondence, confidential, and not misappropriate the tangible or intellectual property of Fiamma Spa.

5. Actively support Fiamma Spa in achieving compliance with this Code of Conduct.

Suppliers are not only required to follow this Code, but also to inform Fiamma Spa in the event that they become aware of any current or potential violation of it, reporting it to the relevant representative of Fiamma Spa.

In addition to the above, Fiamma Spa expects its Suppliers to put in place and manage processes to improve Environmental Efficiency (including the consumption of water, electricity, office supplies, business trips and transport mileage, and raw materials) and minimise all forms of waste by making products recyclable wherever possible.

Failure to comply with the obligations set out in this Code of Conduct may ultimately result in the dissolution of any contract with the Supplier due to non-fulfilment.