

## 1.0 ETHICAL CODE

### 1.1 Basic elements of the company Ethical code

The protection of the worker's health and safety of workers in the workplace is a principle of great significance and cultural depth, especially as a result of the implementation of the various European Directives of the sector.

CONVETT S.r.l., fully sharing this principle, has the objective target of "working in safety", focused to on guaranteeing the respect of the prevention norms and the adoption of "safe" behaviors to the benefit of the protection of people.

CONVETT S.r.l. therefore guarantees the physical and moral integrity of its collaborators, with working conditions that respecting individual dignity and safe and healthy work environments, in full compliance with the current legislation on the prevention of accidents at work and protection of workers.

CONVETT S.r.l. also carries out its activities on technical, organizational and economic conditions that allow an adequate accident prevention and an healthy and safe work environment to be ensured.

CONVETT S.r.l. is committed to spreading and consolidating a safety culture among all its collaborators, developing awareness of risks and promoting responsible and safe behaviors by of all of its employees.

In particular, **the company** is involved into:

- ⇒ avoid or reduce risks;
- ⇒ assess the risks that cannot be avoided and plan an appropriate prevention program;
- ⇒ adopt adequate protection devices for work equipment, installations and workers;
- ⇒ give adequate instructions to workers and constantly provide the workers with updates on health and safety to workers;
- ⇒ supervising the implementation of the prevention and protection measures adopted.

Similarly, **workers** must ensure compliance with the following rules:

- ⇒ adopt safe behavior during work, or operate in compliance with company regulations, procedures, instructions, prevention standards in general and this Ethical Code;
- ⇒ avoiding dangerous behaviors for himself or others;
- ⇒ respect the orders indicated by the hierarchical superiors or by the management;
- ⇒ immediately communicate to the superiors any anomaly, criticality or other dangerous situations that may occur during work;
- ⇒ to respect the assigned tasks and duties;
- ⇒ fully cooperate with the activities or indications of the Prevention and Protection Service;
- ⇒ to participate with attention and involvement in the organized training activities;
- ⇒ collaborate, with responsible behavior and in compliance with company rules, in the event of an alarm for an emergency situation;
- ⇒ undergo the scheduled health surveillance;
- ⇒ gain full awareness of the implementation of the organizational and management model adopted, collaborating with the responsible figures in order to achieve the prevention objectives.

The **collaborators / suppliers** must also ensure compliance with the following rules:

- ⇒ adopt safe conduct during their activities, or operate in compliance with company regulations, instructions received, prevention standards in general and with this Ethical Code;
- ⇒ comply with company signposting;
- ⇒ respect the contractual conditions that regulate the relationship between the parties;
- ⇒ in the case of procurement, work or supply contracts, respect the prevention indications arising from the cooperation and coordination activities between the parties.

### **1.2 Prevention of risks**

Due to the articulation of the preventive activities and the organizational structure of the company, CONVETT S.r.l. adopts a system of delegation of powers and functions, providing in explicit and specific terms the assignment of tasks to persons people with suitable skills and competences. In relation to the extension of the delegated powers, the company adopts and implements the present organizational and management model which provides suitable measures to guarantee the carrying out of activities in compliance with the law and the rules of conduct of this Code and to promptly detect and eliminate them. risky situations.

### **1.3 Controls**

CONVETT S.r.l. adopts specific methods of checking the compliance of the behavior of anyone acting for the company or within its scope, the provisions of current legislation and the rules of conduct of this Code and the model of organization and management of which this code is an integral part.

Anyone who becomes aware of any violation of the Code of Ethics is required to immediately inform the Supervisory Body.

### **1.4 Sanctions**

The whole System, from the Employeesr to the workers within the different company roles, must be involved and involved in the pursuit of the objectives and in compliance with the rules indicated, as any single behavior that is not ethically correct or safe may have negative consequences in on the protection of health and safety.

The workers' observance by the workers of the rules of the Code must be considered an essential part of the contractual obligations pursuant to art. 2104 c.c..

The violation of the rules of the Code by the staff may constitute a breach of the primary obligations of the employment relationship or a disciplinary offense, with the related consequences of the law as specified in the disciplinary code.

### **1.5 Application of the code**

This Code of Ethics applies to CONVETT S.r.l. and is consequently binding on the behavior of all its collaborators and suppliers

Legal Representative  
(for knowledge and approval)

Ing. Giuseppe Veller