

Galperti srl is committed to conduct its business in line with socially responsible criteria.

Aiming to offer ethical and sustainable work conditions, Galperti s.r.l. internally promotes and requires its suppliers to apply the following principles:

✓ RESPECT OF APPLICABLE LEGISLATION

- **Laws.** Compliance with applicable laws (national and international), regulations and codes of conduct must be granted. This includes respect for human rights, as defined by the United Nations in the "Universal Declaration of Human Rights" and in this document..

✓ WORKING CONDITIONS

- **Child Labour:** the use of persons under the minimum age required for work must not be allowed, in accordance with national legislation and with the standards of the International Labour Organization (ILO).
- **Forced Labour** It is forbidden any form of forced labour, executed under threat or coercion, with an excessive restriction of freedom of movement. Under deduction of salary/payment, confiscation of property, confiscation of identity or travel documents, imposed as a form of discipline or punishment for belonging to political, religious, cultural or social beliefs.
- **Harassment and intimidation:** exercise, in the work place, of any form of violence, abuse , physical, verbal, psychological, moral or sexual pressure is prohibited.
- **Discrimiantion.** The same opportunities for employment, recruitment, remuneration, training, career advancement, promotions, benefits, pensions, end of employment, without distinction or exclusion based on race, color, sex, age, must be ensured to all workers; religion, political opinion, national extraction, social origin, sexual orientation. Furthermore, opportunities for disabled people must be promoted.
- **Work hours** Workers must be guaranteed for an adequate rest. In accordance with the standards of national legislation and of the International Labor Organization, a rest of at least 24 consecutive hours must be guaranteed every 7 days and the average length of a normal working week must be 40 hours per week, with a maximum of 48 hours per week in extraordinary case
- **Minimum wage.** Workers must be guaranteed a minimum wage according to local regulations, in line with the average wage applied in the country for similar work. The free association of workers in trade union organizations is also permitted.

✓ HEALTH, SAFETY AND ENVIRONMENT

- **Work environment.** A safe and healthy work environment must be guaranteed to employees and to external personnel involved, in line with the applicable legislation as a minimum.
- **Environmental care.** The negative impacts on the environment related to performed activities and to products life cycle must be minimized. Efficiency and reduction of waste and emissions, which must be kept in any case within the applicable regulatory limits, are promoted.

✓ BIRBERY AND CONFLICTS OF INTEREST

- Any form or attempt of bribery is prohibited, i.e. undue payments or other benefits offered, such as gifts, expenses and hospitality beyond reasonable limits.
- It is forbidden to take part and / or try to take part in decision-making processes, internal or of third-party organizations, in circumstances that may give rise to a conflict of interest, actual or potential.
- Donations are permitted only in the cases and as permitted by laws, and sponsorships are allowed

only if with values in line with the market.

Galperti srl asks to all staff to be aware of these principles and to report any violation to general management.  
Galperti srl also asks its suppliers to take note of Galperti srl's commitment to this policy and to apply the same the same in their organization.

Galperti s.r.l.  
Dina Galperti - CEO

