

Suppliers Code of Conduct

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Contact for this documents

Email	Function
sustainability@jakala.com	Sustainability, IP, Corporate Affairs & IA

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Introduction

The Suppliers Code of Conduct (hereinafter also "**Code of Conduct**") is created in order to ensure that suppliers, as defined in the paragraph "Scope of Application" of the JAKALA Group implement safe working conditions and comply with the rules contained in the following Code of Conduct and in the documents referred to herein.

The JAKALA Group (hereinafter "**JAKALA**" or "**Group**") operates in accordance with its Policies, such as the Company Policy on the protection of human rights, the Code of Ethics, the Manual of the AntiCorruption Management System, the Whistleblowing Policy and that relating to conflicts of interest, the Quality, Environment and Safety Manual, and the Organization, Management and Control Model and any document related to it or recalled that have the ultimate goal of managing the company's activities in an ethical and responsible way, treating all Stakeholders with honesty and integrity, respecting the environment and providing safe products, in compliance with current regulations.

JAKALA requires its suppliers to adopt the same behaviors, considered essential for the selection and development of a good relationship of collaboration with the supplier.

In order to develop a collaborative and lasting relationship, JAKALA is committed to helping its Suppliers comply with these standards. In turn, JAKALA expects its Suppliers to apply the same rules to its sub-suppliers. In fact, Suppliers undertake to comply with the principles and provisions contained in this Code of Conduct and to verify their application by their entire supply chain.

Compliance with the Suppliers Code of Conduct is a necessary condition for initiating and maintaining a business relationship with the JAKALA Group.

Scope of application

This Code of Conduct applies to any person, entity, company, partner and other entity that provides (hereinafter "**Supplier**") any activity, good or service in favor of the Company. For the purposes of this document, Supplier means the entire supply chain and any subcontractors.

The Code of Conduct applies without limitation to supplies relating to all product classes processed by the JAKALA Group.

In addition, each Supplier is responsible for ensuring that its employees and any subcontractor are informed of the principles set out in the Code of Conduct and that they comply with its application.

If new contracts are signed or existing ones are updated, the Suppliers Code of Conduct must be shared and accepted by all parties involved.

Laws and Regulations

Suppliers are required to comply with applicable laws and regulations in the countries in which they operate, and in the countries of destination of the products, including, but not limited to, laws relating to labor law, human rights, health and safety, environmental liability, anti-corruption, animal health and welfare, safety and quality of products and services.

If local regulations are less stringent than the principles contained in the Suppliers Code of Conduct, the latter undertake to take the necessary measures to comply with what is indicated in this document. Suppliers will always be responsible for any omissions or violations of the Code of Conduct by them and their supply chain.

Principles relating to Labour and Human Rights

The Supplier is obliged to hire only workers who have the legal requirements for access to work, according to the rules of the country in which it operates. Where Suppliers use a migrant worker as a workforce, i.e. a person who carries out or has exercised a paid activity in a State of which he is not a citizen, they must ensure compliance with all the rules for a management of the employment relationship that protects an inclusive and non-discriminatory selection, recruitment and remuneration process.

Suppliers are required to protect the human rights of their employees, treating them with dignity and respect.

Below are the principles related to work and human rights:

- Suppliers must commit to combating child labour. They must not, under any circumstances, hire personnel under the age of 15, with the exception of training programs authorized by law.
- Suppliers must not use any form of forced labour, slavery, physical violence and human trafficking.
- Suppliers must recognize, respect and fully guarantee the right to work and free association of their employees in all establishments. They undertake to have an open and constructive dialogue with their employees and trade union representatives.
- Suppliers must not tolerate any form of harassment and/or discrimination based on gender, race, color, religious belief, age, ethnic origin, national origin, marital status, pregnancy, disability, sexual orientation or any other personal condition, and must recognize and promote the positive value of diversity. JAKALA urges Suppliers to provide a work environment of integration and support and to apply diversity when it comes to their employees and decisions regarding the choice of Supplier.
- Suppliers must ensure that all their employees have a safe and healthy working environment that complies with locally applicable occupational health and safety regulations. They must also commit to protecting employees from chemical, biological and physical risks and from demanding tasks in the workplace, as well as from the risks associated with the infrastructure used by employees. Suppliers will ensure appropriate controls, occupational safety procedures, preventive maintenance and the technical protection measures necessary to limit risks to health and safety in the workplace.
- Suppliers must comply with locally applicable rules regarding the regulation of working time, which may not exceed the maximum limit set by local laws in force.
- Suppliers must guarantee their employees remuneration in accordance with current local wage regulations which must ensure an adequate standard of living.
- Suppliers are committed to considering populations, local communities and minorities as the main stakeholders in each type of project they plan to carry out. Suppliers undertake to openly share their projects with all those recognized as stakeholders.

Principles relating to the Environment

To minimize the impact of the production activities of the JAKALA production chain and related products on the environment, all suppliers must commit to optimize the use of natural resources, to reduce emissions harmful to the environment and those of gases considered responsible for the 'greenhouse effect'.

Suppliers must therefore:

- Appropriately manage, in accordance with local regulations, the treatment and disposal of waste, air emissions and wastewater. All activities that have potential adverse effects on human health or the environment must be properly managed, measured, controlled and treated prior to the release of any substance into the environment.
- Economical use of natural resources avoiding the use of prohibited substances and adequately manage potentially hazardous substances (as defined in the rules applicable to them). The negative impact on the environment and climate must be reduced or eliminated at source or by practices such as changing production, maintenance and installation processes, as well as replacing, storing, recycling and reusing materials.
- Comply with all applicable laws and regulations on animal health and welfare and to ensure the welfare of animals, in relation to, for example, their breeding, treatment, transport, hunting and slaughter.

JAKALA recognizes that the responsible management of the environment is part of a continuous process of improvement, therefore the Group's goal is to maintain constant monitoring of the performance of Suppliers and to ensure that the entire supply chain becomes increasingly "sustainable". To this end, JAKALA will give preference to companies that practice and encourage sustainable management and that aim at the continuous improvement of their activities.

Principles relating to Business Ethics

All business activities carried out by the JAKALA Group require the highest standards of integrity, honesty and fairness.

For this reason, Suppliers are required to comply with all applicable laws regarding corruption and must not tolerate any form of corruption, money laundering and extortion. Falsification of documents, counterfeiting or making false statements regarding the conditions or practices adopted in the supply chain are unacceptable.

Suppliers are therefore required:

- To refrain from tender manipulation, pricing or other unfair commercial practices in violation of applicable fair competition and antitrust laws.
- To comply with all trade restrictions, customs laws and export and import regulations. All commercial information concerning JAKALA is to be considered strictly confidential and confidential, and access to such information must be guaranteed only to workers directly involved in the projects.
- Not to disclose to third parties information regarding JAKALA or the products / services attributable to the "JAKALA" brand, unless expressly authorized in writing by it. The obligation of confidentiality will remain in force even after the termination of the relationship with JAKALA.
- To respect the intellectual and industrial property rights of JAKALA and generically of third parties, including know-how and trade secrets using them exclusively as authorized in writing by the same. Any other use will be considered illegal and unauthorized, and the Supplier will totally indemnify JAKALA from any consequence.

- To report to JAKALA any situation that appears to be in conflict of interest before entering into any business relationship and to report any cases in which one of their Employees is a relative or family member of a JAKALA Employee capable of influencing the negotiation of the contract and the execution of the business relationship.
- To refrain from offering gifts or entertainment or hospitality services to JAKALA Employees unless these are of a reasonable nature and value and are offered for the sole purpose of managing normal business relationships and not for the purpose of influencing in any way JAKALA's decisions about the relationship itself.

Management System

In order to ensure compliance with the Code of Conduct, Suppliers are required to communicate, share and illustrate the contents of the document mentioned here to members of their supply chain.

Suppliers must meet the expectations set for a purpose in this Suppliers Code of Conduct by allocating adequate resources for this purpose. Suppliers are required to take training initiatives to enable their Employees to achieve an adequate level of knowledge and understanding of the contents of the Code of Conduct.

Monitoring and corrective actions

JAKALA reserves the right to carry out audits through audits conducted by the Staff of the same and / or third party upon appropriate communication on the matters covered by this Code of Conduct. In case of non-compliance, JAKALA:

- It will require Suppliers to prepare and subsequently implement a non-compliance recovery plan;
- It will conduct documentary checks and/or through further audits to ascertain the effective implementation of the recovery plans referred to above, subject to appropriate prior communication;
- In the event that the Supplier violates the principles of the Code of Conduct, or, in the event that non-conformities are found and the planned improvement plans are not prepared and implemented, JAKALA reserves the right to suspend precautionarily and / or terminate in advance with immediate effect any commercial relationship as well as to act for compensation for any loss, damage, expense or other costs that may arise from any non-fulfillment and / or conduct by the Supplier.



By signing this document, the Supplier acknowledges that it has read, well understood and accepted all the aforementioned principles, terms and conditions with regard to the services and / or products subject to provision or supply in favor of JAKALA.

DATE

SIGNATURE
