

Principles of Ethical and Responsible Conduct

Version 2 – 20/11/2025

1. Scope and General Principles

The Supplier undertakes to carry out its activities in compliance with the highest ethical and moral standards, as well as in full conformity with all applicable laws and regulations in each country in which it operates. These Principles of Ethical and Responsible Conduct (the “Principles”) describe the values and standards to which the Supplier commits and form an integral part of the contract entered into by the Supplier.

The Supplier shall communicate these Principles to its subcontractors and suppliers and shall use reasonable efforts to ensure that all subcontractors and suppliers fully comply with them.

Where applicable laws or regulations provide for higher standards than those set out in these Principles, such legal standards shall prevail. Conversely, where these Principles establish higher standards, these Principles shall prevail. These Principles define minimum expectations.

No code of conduct can foresee every possible situation; however, the Supplier undertakes to act reasonably in all circumstances and to ensure that no conditions of abuse, exploitation or illegality exist in its workplaces or in those of its subcontractors and suppliers.

2. Compliance with Applicable Laws and Regulations

The Supplier undertakes to fully comply with all laws, rules and regulations applicable to its activities, as well as with the highest social and environmental standards.

The Supplier shall not engage in corrupt practices, shall comply with laws and regulations aimed at preventing money laundering and similar activities, and shall not carry out transactions in violation of laws, rules or regulations on international sanctions.

The Supplier undertakes to comply with all competition laws, rules and regulations in force in the countries in which it operates and to refrain from engaging in practices that violate such laws, rules or regulations, including, directly or indirectly through third

parties, participation in unlawful agreements or concerted practices among competitors, particularly with regard to prices, markets, market shares or customers.

The Supplier shall prevent the occurrence of actual or potential conflicts of interest. Under no circumstances may the pursuit of the Supplier's interests justify unethical or unlawful conduct.

3. Human Rights and Fundamental Freedoms

The Supplier undertakes to respect human rights and to promote fair and respectful treatment of all individuals involved in its activities and supply chain.

The Supplier, as well as its subcontractors and suppliers, shall neither use nor tolerate any form of illegal and/or forced labor, including, by way of example and not limitation, child labor, forced labor, prison labor, bonded labor or labor subject to exploitative conditions.

The Supplier pays particular attention to categories of workers that may be vulnerable to potential exploitation, in particular migrant workers, ensuring non-discriminatory employment practices, freedom of movement and fair remuneration.

The Supplier prohibits any type of work which, by its nature or the conditions under which it is carried out, may endanger workers' health or safety, or be contrary to human dignity or morality.

4. Workers' Rights and Fair Working Conditions

The Supplier fully respects workers' rights and encourages dialogue with employees, while promoting the value, well-being and development of its human resources.

The Supplier undertakes to comply with applicable labor laws, regulations and standards, including those relating to trade union rights, recognizing the right of all employees to join trade unions or workers' organizations.

The Supplier compensates all workers in compliance with applicable laws and regulations. Where no statutory minimum wage exists, wages shall be at least equal to the minimum industry average. Overtime shall be compensated at a rate at least equal to the regular hourly wage.

Wages shall be paid within reasonable timeframes and at least on a monthly basis. All employees shall receive the benefits provided by law or applicable collective bargaining agreements.

5. Working Hours and Rest Periods

The Supplier complies with all applicable regulations concerning working hours, which shall not exceed the maximum limits established by recognized international standards, including those of the International Labour Organization (ILO).

The total number of hours worked per week, including overtime, shall not exceed legal limits. Workers are entitled to at least one day of rest for every seven days worked.

6. Equal Opportunity, Diversity and Inclusion

The Supplier acts fairly and does not compromise the dignity or well-being of employees.

The Supplier ensures equal employment opportunities for all employees and candidates and promotes professional growth based on merit.

Human resources decisions, including recruitment, evaluation, promotion and remuneration, are based exclusively on objective criteria such as merit, qualifications and performance.

The Supplier values, encourages and supports diversity and promotes an inclusive working environment.

7. Non-Discrimination and Protection of Dignity

The Supplier shall not engage in or tolerate any form of direct or indirect discrimination based on age, race, gender, ethnic origin, nationality, religion, health status, disability, marital status, sexual orientation, political opinions or trade union membership.

The Supplier protects the moral integrity of employees and ensures a work environment that fully respects human dignity.

Acts of physical or psychological violence, sexual harassment or any other conduct harmful to the individual, their dignity, beliefs or preferences are not tolerated.

8. Prohibition of Forced Labor and Abuse

The Supplier does not participate in or support, in any form, human trafficking or labor obtained through threats, coercion, fraud or exploitation.

Work must be voluntary. Workers must be free to terminate their employment and/or end the employment relationship upon simple notice.

No employee shall be subjected to corporal punishment, harassment or physical, sexual, verbal or psychological abuse.

The Supplier shall not impose monetary fines as a disciplinary measure.

9. Occupational Health and Safety

The Supplier complies with all applicable laws, regulations, rules and industry standards relating to occupational health and safety.

The Supplier promotes a culture of workplace health and safety through prevention, information and training initiatives.

Employees shall receive adequate safety training from the start of their employment. The Supplier conducts periodic risk assessments and implements systems for reporting hazardous situations.

10. Environmental Protection

The Supplier recognizes the importance of environmental protection and integrates environmental considerations into its business decisions.

The Supplier complies with all applicable national and international environmental regulations and relevant professional standards, including those relating to emissions, waste management and energy consumption.

The Supplier engages with stakeholders to improve product sustainability and reduce environmental impact and prioritizes responsible and sustainable choices in materials and processes.

11. Written Policies and Reporting Procedures

The Supplier adopts a written policy on harassment and abuse, signed by the head of the facility and displayed in all main work areas, in the local language(s), and accessible to all workers.

The policy defines its scope, provides definitions of harassment and abuse, establishes confidential reporting procedures and sets out appropriate sanctions.

Employees are informed about the policy and the procedures for reporting abusive behavior.

The Supplier ensures the availability of confidential reporting mechanisms. Upon receipt of a report, an investigation shall be promptly initiated, and all necessary measures shall be taken to protect the worker involved. Investigations are conducted in a confidential and discreet manner.