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CODE OF CONDUCT FOR SUPPLIER

SUSTAINABILITY POLICY

AMBRO-SOL SRL

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Ambro-Sol And to society That work in compliance to the own Codes Of Conduct, which The Code Ethical And the Organization, Management and Control Model, implemented and certified.

THE Codes Of conduct adopted from Ambro-Sol THE am part integral of the company And they prescribe principles And core values.

Ambro-Sol Yes places as primary goals there design, there production, The trade And there distribution of products Of high quality, sharing And spreading the word In the at the same time behaviors to support the sustainable development, encouraging understanding and respect for diversity and spreading to culture of integrity within the company.

Ambro-Sol requires its suppliers, who are essential for its development, to adopt the same behaviors on themes which rights humans, Health And safety on the place Of Work, protection of the environment and fight corruption and its transfer in the supply chain.

There selection of the suppliers Ambro-Sol Yes base, Not only on the quality and competitiveness of the products and services, but also on socio-environmental performance and adherence to ethical values, factors that are to prerequisites for becoming an Ambro-Sol supplier and developing to lasting collaborative relationship.

The present Code Of Conduct For Suppliers Yes founds on values statutes In the Code ethical Of Ambro-Sol, inspired by the principles contained in the Universal Declaration of United Nations Human Rights.

CONTEXT REGULATORY

Suppliers are required to comply with the regulations and standards in force in the countries in which they operate. If the regulations premises are less stringent of the principles contents In the present Code Of Conduct For Suppliers undertake to adopt, within a reasonable timeframe, the necessary measures to comply with the principles contained in the following Supplier Code of Conduct. Suppliers are required to comply with the principles set out below.

WORK AND RIGHTS HUMANS

1. THE suppliers Not they must to resort to the Work minor. Not they must, in No houses, takes on staff under the age of 15, unless they are part of to vocational training, training or apprenticeship program authorized by the Government and of manifest benefit to the participating person.
Suppliers, in the event of hiring a young worker between the ages of 16 and 18, in accordance with the above principles, must respect the limits on hours, duration and methods of professional performance as established by the Procedure for combating child labor and the management of young workers.
2. Suppliers shall not use any form of forced labor. They shall not tolerate the use of any practice of character disciplinary That foresees the use from the violence physics And they must opposed to any form of human trafficking.
Possible measures disciplinary they are compliant at the law And to the Contracts Collectives National teams of the applied work.
3. Suppliers shall recognize, respect and fully guarantee the right to work and free association of the own employees in everyone The establishments. THE suppliers they must collaborate in a way constructively engage with their employees, or any organization that represents them, to promote their best interests. Suppliers must seek to create opportunities to listen to employee concerns. Suppliers must apply collective bargaining agreements where required by law and/or the social system.
4. THE suppliers, Not they must tolerate any form Of harassment and/or discrimination based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age and any other

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condition staff Not relevant, And they must recognize And promote The positive value of the diversity. Suppliers must avoid discriminatory practices at every stage of their business of a resource within the organization, 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.

5. THE suppliers they must guarantee to everyone the own employees to environment Of Work Safe And healthy, That meets or exceeds applicable occupational health and safety standards.

6. Suppliers must comply with applicable regulations in matters relating to the regulation of working hours. In any case, the normal working week of your staff must not exceed 48 hours. Overtime work And voluntary except in the cases necessary For needs Of market, Not periodic and Not overcomes the 12 hours per week. In any case, the staff, who are required to overtime work, the request is notified in the preceding days and a reasonable amount of notice is thus granted.

7. There remuneration And the allowance they must to be corresponded in compliance with the rules in force To promote the material well-being of their employees as much as possible. Suppliers pay their staff a living wage that allows them to meet their basic needs as well as provide a form of discretionary income.

8. The suppliers are committed to considering local populations and communities as major stakeholders in any typology of project that they foresee of realizing. THE suppliers Yes commit to share openly discuss their projects with all those recognized as stakeholders.

9. Suppliers acknowledge the policies and procedures developed by Ambro-Sol srl SB regarding labor and human rights and undertake to ensure that the principles and practices contained in the cited documents are applied to all their personnel.

ETHICS

1. In reference to the Code Ethical Ambro-Sol And to his model 231, the suppliers they must operate with transparency and integrity, respecting the anti-corruption regulations in force in all the countries in which they operate. Any form of corruption, incitement to commit crime, extortion And appropriation undue And strictly prohibited. THE non-suppliers they must offer, promise, pay, to request directly or indirectly money (through (including bribes and/or facilitated payments) or other benefits for the purpose of obtaining an undue advantage, whether the undue advantage is offered directly or through an intermediary.

2. Fair competition is a fundamental prerequisite for achieving business success through achieving positive financial performance and creating value for shareholders. Suppliers must act in accordance with to the rules relating to competition, antitrust And trade applicable in Everything is fine village in which they operate. Any form of agreement that violates competition is strictly prohibited, as are commercial practices that violate antitrust laws.

3. Suppliers must report any conflict of interest relevant, real or potential, in the performance of their activity. It exists conflict of interests When an interest or an activity staff interferes or could interfere with the business relationship with Ambro-Sol.

4. Suppliers must firmly opposed all forms of money laundering and take measures to ensure that every economic and financial transaction is traceable. This is to enable identification. from the origin of the goods and/or of the money Of Everything is fine corporate operation and thus avoid allowing your financial transactions to be used by third parties to launder money.

5. THE suppliers they must respect the rights Of intellectual property Of third parties And protect the information and personal data of its customers.

6. The adoption Of to Code Of Conduct And to verify periodic Of check from the its application It is recommended.

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PROTECTION OF THE ENVIRONMENT

For minimize the impact from the activity productive from the supply chain productive Of Ambro-Sol And of the related products on the environment, all suppliers must:

1. dedicated on yourself to optimize the use from the resources natural, to veteran the emissions harmful For the environment
2. design, use and/or suggest products And processes That keep in consideration The impacts on the environment.
3. manage in manner appropriate, in compliance with the rules in force, The treatment And the waste disposal.
4. avoid the use of prohibited substances (to example the CMR substances, Carcinogens Mutagen And toxic for Reproduction or substances present in Candidate List of ECHA) and manage in appropriate manner potentially hazardous substances (as defined in the applicable regulations).
5. to adopt procedures Of logistics optimized That minimize The impacts on the environment.

CONFLICT MINERALS

Everyone Suppliers must declare to Ambro-Sol the presence and origin of materials regulated by the relative norms to the Conflict Minerals called 3TG, which the Gold, the Coltan, there Cassiterite, The Wolf Ramite and their derivatives such as Tantalum, Tin and The Tungsten if contained in the products supplied. You this end, Suppliers must carry out a thorough investigation of their supply chain in accordance with the OECD Guidelines (www.oecd.org) which specify the requirements in terms of “due diligence” on the subject.

TRAINING

Ambro-Sol encourages everyone the Suppliers to spread the principles above statements Also through adequate training for employees in its supplier base.

REPORT FROM VIOLATIONS

Suppliers are obliged to report to Ambro-Sol any violations by Ambro-Sol employees and/or Of own employees of the Code Ethical, of the Code Of conduct And of the Model Of Organization Management and Control 231 through the following email: mod231@ambro-sol.com

Ambro-Sol guarantees there confidentiality of identity Of Who carries out there report in Good wedding ring and/or Yes refuses to perform or undertake actions that violate this Supplier Code of Conduct. Suppliers also agree to maintain the documentation and/or information necessary to substantiate the above reports. Ambro-Sol also reserves the right to verify such documentation if deemed necessary.

MONITORING AND ACTIONS Correctives

Ambro-Sol Yes reserve The right Of to carry out from the checks through audit ducts from Ambro-Sol staff and/or third prior appropriate communication on the subject matters of this Code of Conduct parties. In case of non-compliance, Ambro-Sol:

- will require to the suppliers Of to prepare And subsequently implement to floor Of recovery of Non-Conformities;
- will lead from the checks documentary and/or through further Audit For to ascertain the actual implementation of the recovery plans referred to above, prior appropriate prior communication.

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In the houses in which The Supplier violates the principles of the Code Of Conduct For Suppliers, or, in houses Yes I don't find any feedback compliance And Not as predisposed and implemented the plans Of improvement expected, Ambro-Sol Yes reserves the right to suspend as a precaution and/or to resolve early with effect immediately terminate any business relationship and take action to obtain compensation for any loss, damage, expense or other costs arising from any breach and/or conduct by the Supplier.

Here Of followed some link useful For there socket vision of the Code Ethical Of Ambro-Sol And from the Corporate Social Responsibility Ambro-Sol cited in this document:

- [Sustainability | Ambro-Sol | Your Factory of Aerosol](#)
- [politics-231.pdf \(ambro-sol.it\)](#)
- [Code of Ethics for the Organizational Model 231.pdf \(ambro-sol.it\)](#)

I COMMIT OF THE SUPPLIER

Ambro-Sol requires That everyone the suppliers That receive The aforementioned Code Of Conduct For Suppliers, return The present "Module Of I commit" undersigned from a own legal representative.

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Signing This module, The supplier recognizes Of have Bed And accepted everyone the above mentioned principles, terms and conditions For How much regard the services and/or components object of performance or supply to Ambro-Sol.

MODULE FROM THE COMMIT

Reason Social VAT	
number	
Address	
Name of the	
signatory Role of	
the signatory:	

Address Of email electronics of the signatory:

Place and Date:

Stamp And Signature:

Yes please Of return The "Module Of THE commit" signed at the following e-mail: mod231@ambro-sol.com