

Code of Ethics

GENERAL PRINCIPLES:

BAZZANA SRL, through this Code of Ethics, intends to make explicit those values and behavioral principles that it has always been committed to respecting by demanding mutual observance of them from all stakeholders involved in the business reality itself.

SCOPE OF APPLICATION AND ADDRESSEES:

The Company is committed to assuring employees, customers, suppliers, business, and financial partners that all company activities will be carried out in full compliance with the law, constituting with this Code of Ethics a code of conduct exemplifying the general obligations of integrity, diligence, fairness, loyalty, and transparency that go to affect the entire corporate sphere.

BASIC ETHICAL PRINCIPLES:

The management of human resources involved in BAZZANA SRL must be based not only on compliance with the provisions in force in the country in which it operates, but also on respect for the individual as an individual without discrimination of race, gender, religion, sexual orientation, geographic origin, age, social class, disability, political opinion, and union membership.

Health and safety

The Company, in accordance with relevant regulations, shall provide its employees with a safe and healthy environment with adequate devices and services for protection and control from hazardous materials and situations.

Forced labor

Forced labor of any kind is prohibited, i.e., any work or service may not be imposed under threat of punishment.

Child labor

BAZZANA SRL accepts only child labor from persons who have reached 15 years of age and who are guaranteed adequate training for professional growth and development.

Harassment

The Company repudiates any kind of harassment (moral, sexual, mental) both inside and outside the work sphere.

Working hours, overtime, remuneration

BAZZANA SRL is committed to ensuring, according to the provisions of the law, that its workers respect working hours and the regular recognition of overtime.

Remuneration must allow its employees to live in dignity, ensuring that it is in line with the provisions of the law in force.

Freedom of association

It is guaranteed to all workers without fear of restriction or interference.

ETHICAL PRINCIPLES IN BUSINESS:

Product quality and safety

It is of primary importance to BAZZANA SRL to ensure the quality and safety of its products through the use of raw materials and materials used that meet legal standards.

Confidentiality

The Company ensures the utmost confidentiality of the collected data of all natural and legal persons involved in Bazzana's business.

Conflict of interest

Bazzana SRL operates in the performance of all its activities according to the principles of fairness and transparency to avoid any situation of conflict and to be able to make the best decisions according to the interest of the Company and in full compliance with current regulations.

Free Competition

The Company recognizes free, fair, and correct competition as a determining factor for business growth and improvement.

Anti-corruption and money laundering

BAZZANA SRL rejects any form of corruption and money laundering, ensuring compliance with the provisions in force.

CORPORATE SOCIAL RESPONSIBILITY:

Environmental Sustainability

The company is committed to environmental protection. In compliance with current regulations, the company directs its choices so that there is compatibility between its activities and increasingly influential environmental needs. Examples include the use of energy from renewable sources and the reduction and reuse of production waste in accordance with current regulations.

Sanctions

In order to ensure the proper and effective implementation of this Code of Ethics, the cooperation of everyone is necessary, starting from the Management to the individual employee or collaborator.

Violation of its provisions will constitute disciplinary offence and breach of contractual obligations of the employee or professional collaboration relationship, with all consequent legal and contractual effects.

Bazzana s.r.l.

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