

**LOGISTICA GIULIANA S.r.l.**

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## Supplier Code of Conduct

**Department: PMO**

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## 1 Purpose

In its relationships with employees, customers, suppliers, competitors and other stakeholders, Logistica Giuliana strives for a relationship characterized by integrity, fairness, responsibility and sustainability and expects its suppliers to follow these principles described in more detail below in their own business relationships.

## 2 Area of application

This Supplier Code of Conduct applies to all natural and legal persons who sell or provide goods or other services - either directly or via third parties, e.g. affiliated companies, distribution partners, subcontractors or agents (hereinafter referred to as “suppliers”) - to Logistica Giuliana.

The suppliers of Logistica Giuliana are required to act in accordance with the legal and ethical principles described in this Supplier Code of Conduct. The supplier should also pass on these requirements in his supply chain.

## 3 Basic Requirements of Conduct

### 3.1 Human rights

Logistica Giuliana respects and adheres to human rights as expressed in the United Nations’ Universal Declaration of Human Rights. Logistica Giuliana also bases its actions on the principles of the United Nations Global Compact (UNGC) which are also a prime concern in the European Union. The suppliers are expected to comply with human rights and the core labour standards of the International Labour Organisation (ILO).

#### Child labour

Logistica Giuliana rejects any form of child labour, defined by the core labour standards of the ILO and the principles of the UNGC. It is expected that the suppliers prohibit the work of children and, when hiring young employees, observe the local laws for the respective legal minimum age.

#### Forced labour

Logistica Giuliana rejects any form of forced labour or human trafficking. It is expected that the suppliers do not tolerate or benefit from any forced labour, such as through indentured servitude, threats of violence to discipline or similar measures.

#### Discrimination

Logistica Giuliana expects its suppliers to promote equal treatment of employees. No employee should be discriminated, irrespective of his cultural background, skin colour, nationality, gender, sexual orientation, religion, political views, age, physical characteristics or appearance.

#### Freedom of association

Logistica Giuliana actively promotes the organisation of employee participation. Therefore, suppliers are expected to respect the rights of their employees in accordance with national law, e.g. to associate freely, to join unions, to form a workers council and to exercise the right of collective bargaining.

### 3.2 Occupational Health and Safety

Logistica Giuliana guarantees safe and humane working conditions and promotes health-conscious behaviour. Logistica Giuliana expects its suppliers to take care of the protection and health of their employees and to comply with the applicable national legislation.

#### Working environment

Logistica Giuliana expects its suppliers to create fair, safe and healthy working conditions. It is expected that health hazards are excluded or minimized and, in accordance with the applicable national regulations, the adherence of working hours and breaks, rest and vacation periods, remuneration and maternity/paternity leave is ensured.

#### Emergency preparedness

Logistica Giuliana expects its suppliers to take precautionary measures for first aid, fire protection, rescuing people from danger areas and effective alarms within the company.

### 3.3 Environmental protection / Sustainability

Logistica Giuliana accelerates the development and spread of sustainable, environmentally friendly technologies and promotes sustainability and environmental awareness.

Suppliers are expected to comply with all legal provisions and requirements for environmental protection applying, and -within the scope of their possibilities- to utilise climate friendly products to reduce emissions and energy consumption in order to protect the environment.

### 3.4 Behaviour in business environment

Logistica Giuliana attaches great importance to the fair treatment of all business partners, which is one of the basic requirements for entrepreneurial cooperation. Logistica Giuliana expects its suppliers to ensure a corporate policy based on fairness and responsibility and to comply with all relevant legal requirements.

#### Free competition

Logistica Giuliana expects its suppliers to comply with the applicable competition and antitrust laws and to neither participate in illegal agreements with competitors, nor to pass on information without authorisation or to make unlawful agreements restricting competition.

#### Prevention of corruption

Logistica Giuliana expects its suppliers to ensure compliance with anti-corruption laws and to ensure that their employees do not accept, demand or grant any unjustified benefits. Suppliers are expected to act against and prohibit any form of corruption.

#### Preventing conflicts of interest

Logistica Giuliana expect its suppliers to make decisions in their business relationship with Logistica Giuliana exclusively based on objective, factual criteria and to avoid conflicts of interest through private interests or other activities, including those of relatives or other related persons.

#### Protection of confidential information/data protection

Logistica Giuliana expects its suppliers to protect the confidential information entrusted by Logistica Giuliana, its customers or other suppliers or business partners. Confidential information may only be used and disclosed in a manner authorized by Logistica Giuliana. The special protection, the processing for

legitimate purposes and the use of personal data of employees and business partners must also be ensured by the implementation of appropriate measures based on applicable laws.

#### 4 Compliance with Supplier Code of Conduct

Logistica Giuliana can review the compliance with the aforementioned principles and requirements through self-declarations by suppliers, or, if there is a justified reason, e.g. if fines or criminal proceedings are initiated against suppliers that are relevant to the business relationship, also through supplier-audits or in another suitable manner.

If applicable statutory provisions are more restrictive than the regulations applicable at Logistica Giuliana, these provisions precede.

In the event of a material violation of the principles and requirements of this Supplier Code of Conduct, Logistica Giuliana is entitled to terminate the contractual agreements entered into within the framework of the business relationship immediately, in full or in part.

#### 5 Agreement with Supplier Code of Conduct

As supplier to Logistica Giuliana, we will support the Logistica Giuliana Supplier Code of Conduct by committing our company and all affiliated companies to fulfil the relevant requirements. We will also urge our suppliers to ensure this.

- We hereby acknowledge the Logistica Giuliana Supplier Code of Conduct within the framework of our business relationship and the contracts concluded with Logistica Giuliana in this context.
- We hereby acknowledge that we comply with the aforementioned principles and requirements by applying an equivalent Code of Conduct (included as attachment hereto) within our company.

(Please mark as appropriate)

We are bound to this declaration until further notice. This declaration will expire if we replace it with an updated version/declaration submitted by Logistica Giuliana. If we want to refrain from this declaration, we will inform Logistica Giuliana in writing, with the result that Logistica Giuliana has the rights provided under 4. for terminating the contractual agreements in the context of the business relationship. risk assessment and ensuring audit findings are addressed promptly.

Supplier's Date and Signature

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Note: Return signed copy to Purchase department of Logistica Giuliana