

Ethical Code for suppliers of the Group OMB Saleri SPA Società Benefit

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Capitale Sociale 6.629.267 € i.v.

In recent years, OMB has decided to strengthen its commitment to social and environmental responsibility.

By joining the **United Nations Global Compact** and with the decision to adopt a really effective environmental policy, the need to communicate to the suppliers OMB approach to the most relevant issues in the socio-environmental field has been rising.

This Code of Conduct for Suppliers is based on the values set out in the OMB Codes of Conduct, inspired by the principles contained in the **United Nations Universal Declaration of Human Rights** (which OMB supports in all areas), the **Tripartite Declaration of Principles on Multinational Enterprises**, the **ILO Social Policy** and the **OECD Guidelines for Multinational Enterprises**.

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Policy of OMB Saleri SPA S.B.

This document sets out the main principles which must be taken with contractual partners.

With regard to its contractual partners, OMB undertakes to carry out its activities respecting the following principles:

1. Fairness and honesty

OMB operates in compliance with applicable laws, professional ethics and internal regulations. OMB does not tolerate any form of corruption, extortion or misappropriation.

2. Transparency and impartiality

Contractual partners are selected through clear, transparent, reliable and non-discriminatory procedures, using objective and verifiable criteria only.

3. Prevention of conflict of interest

The relationships that OMB retains with its contractual partners are ruled by objective criteria; under no circumstances may the relationships and personal interests of a co-worker influence the award of a contract or order.

No employee may, directly or indirectly, obtain personal benefits from the award of a supply; for this reason, any form of benefit or gift received or offered that may be understood as a means of influencing the independence of judgment and conduct of the parties involved is refused.

4. Fair competition

OMB promotes fair competition between its suppliers, which must be understood both to select the best suppliers for the Group, and to improve the quality of the goods and services acquired, under satisfactory contractual conditions.

Furthermore, in its dealings with suppliers, OMB adheres to a principle of sustainability and therefore it maintains a balanced behaviour, avoiding any abuse of dominant positions; it is also careful not to facilitate the maintenance or creation of dominant positions or economic dependence of the contractual partners.

OMB considers the quality certification, the innovative capability and the impact on the territory, qualifying elements in the selection of suppliers.

5. Collaboration

OMB promotes the sharing of knowledge in order to support long-term collaborative relationships. It also undertakes to strictly comply with the agreed payment terms.

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6. Confidentiality

OMB ensures the confidentiality of the information in its possession obtained from its contractual partners and refrains from searching for confidential data, except in the case of express and conscious authorization and in accordance with current legal regulations.

OMB employees are required not to use confidential information obtained from suppliers for purposes unrelated to the exercise of their business.

Supplier policies

The Group asks its contractual partners to align themselves with the policies that OMB has adopted in carrying out its activities and to ensure compliance with them at all levels of the respective supply chain.

1. Protection of workers

Suppliers have to operate according to the principles set out in this document in strict compliance with all applicable national and international laws and regulations, including the Fundamental Convention of the International Labour Organization (ILO), the Universal Declaration of Human Rights of the United Nations and the rules and standards of their respective fields of activity

In particular, suppliers must recognise the rights of their workers and treat them with dignity and respect, undertaking to:

1. not to use or tolerate the use of children labour (where child labour is defined as that of persons under 16 or still subject to compulsory schooling), forced (where forced labour means "any work or service obtained by a person under threat of any penalty and for which that person has not volunteered) or undeclared;
2. **not to implement or tolerate any form of discrimination** on grounds of nationality, sex, race or ethnic origin, religion, political opinion, age, sexual orientation, disability or health, both in recruitment and remuneration policies, and as access to training, career paths, dismissal or retirement of staff;
3. **ensure that staff have the right to form** and join trade unions of their choice and to negotiate collectively with the company, according to the laws, practices and cultures of the different countries;
4. **ensure a safe and healthy working environment** and take appropriate measures to prevent potential accidents and damage to the health of workers;
5. comply with applicable laws and industry standards on working time and public holidays;
6. **respect the right** of staff to decent remuneration;
7. provide **adequate training** for staff.

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2. Protection of the environment

In addition, OMB asks its suppliers

1. endeavour to optimise the use of natural resources, to reduce emissions harmful to the environment and those of gases deemed responsible for the "greenhouse effect".
2. design, use and/or suggest products and processes that take into account environmental impacts.
3. to manage waste treatment and disposal in an appropriate manner in accordance with the rules in force.
4. avoid the use of prohibited substances (such as CMR, mutagenic carcinogens and substances toxic to Reproduction) and appropriate management of potentially hazardous substances (as defined in the rules applicable to them).
5. adopt optimised logistics procedures that minimise impacts on the environment.

3. Training

OMB encourages all Suppliers to spread the above principles also through an adequate activity training of employees

4. Checks

Suppliers are available to allow OMB, where required, on-site control audits, in order to ascertain the actual compliance with regulatory requirements.

REPORTING OF INFRINGEMENTS

Suppliers are required to report to OMB any violations by OMB employees and/or employees of the Code of Ethics, the Anti-Corruption Code of Conduct, the Organization Model to the Whistleblowing Team,

<https://ombsaleri.typeform.com/to/bAE9gB>.

OMB guarantees the confidentiality of the identity of the person who makes the report in good faith and/or refuses to

Carry out or take actions that violate this Supplier Code of Conduct

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COMMITMENT OF THE SUPPLIER

OMB requires that all the Suppliers receiving the aforementioned Code of Conduct for Suppliers, return the this "Commitment Form" signed by a legal representative

By signing this form, the supplier acknowledges that he has read and accepted all the above principles, terms and conditions regarding the services and/or components to be provided or supplied to the OMB Group

FORM OF COMMITMENT

Company
name:.....
..
Address:.....
.....
Name of the
signatory:.....
Role of the
signatory:.....
E-mail address of signatory:.....
Date:.....
.....
Signature:.....
.....

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