

CODE OF CONDUCT OF PATELEC GROUP

The Code applies to all locations and all employees of the Group Patelec.

Ensuring compliance with the following points of the Code is also required from Suppliers.

INTRODUCTION

We expect from our employees to have an active and exemplary comply with the Code and communicate the value it contains to the other employees.

In case of doubts and questions you can always ask for an explanation of each issue to superiors or to the HR department. Any complaints / violation of rules should be issued to Supervisor and/or HR dept.

Responsibility for the implementation and observance of this Code lies with the Group Management Board.

1. Regulations and ethical rules

Employees and all the Suppliers of the Group Patelec comply with national and international law, applies in particular:

- **Child labour**

Do not employ children. Future employees complete documents before starting work in order to confirm that they can work in accordance with legal standards and applicable regulations.

- **Forced labour**

Do not employ workers forced to labor and other forms of work performed involuntarily.

- **The remuneration and working time**

Respect the national laws and regulations regarding working hours, wages and other benefits related to all employees, including migrant workers.

- **Health and safety**

Provides a safe and healthy working conditions, makes every effort to prevent potential accidents in the workplace and elimination of diseases resulting from work. Safety inspections are conducted to provide information on whether the occupational safety and health management system conforms to organizational policies and procedures and is effectively implemented and maintained. Measures are in place related to preparation for and response to potential emergency situations, such as fires, natural disasters and civil unrest.

PATELEC Cords and Cables S.r.l.

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59 220 Legnica
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Xingye Road 50
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- **Equal treatment**

Prohibit discrimination in hiring, compensation, promotion, access to training and benefits based on gender, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, denomination, sexual orientation, employment for a definite or indefinite period or full-time or part-time. Prohibit all forms of harsh or inhumane treatment in the workplace, including bullying, physical or verbal abuse or discipline, the threat of physical abuse, sexual or other harassment and other forms of intimidation. Any violation of these rules will result in appropriate disciplinary action.

- **Freedom of association**

Workers are freely allowed to elect their own representatives or engage in parallel means of independent and free association.

Workers' are right to be represented in the workplace, including by a union delegate, and to engage in collective bargaining.

- **Environmental protection**

Employees are required to comply with applicable laws, regulations and standards in the field of environmental protection. Solid waste and hazardous should always be disposed of in a responsible manner and in compliance with applicable regulations.

- **Corruption and bribery**

Employees are prohibited from the proposing, giving and accepting bribes or any other benefit. Details about it are available in the Anti-Corruption and Bribery Policy of Patelec Group.

Patelec Group inform about the above principles contained in the Code of Conduct to its Suppliers and encourages them to take these same standards when performing their activities and implement their obliging guidelines for ethical behavior.

Date: 25.09.2023

Signature of Board Chairman

Roberto Ziletti



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