



CODE OF CONDUCT
FOR SUPPLIERS

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by PI-ZETA DI POLI RENATO E C. S.N.C.
by Poli Renato e C. S.n.c.**

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1. Introduction to sustainable procurement

PI-ZETA di Poli Renato e C. S.n.c. is committed to creating value for all its stakeholders. The ESG principles of **sustainable development** – value creation, sustainable environmental performance and corporate social responsibility – are an integral part of our corporate strategy. Our approach to sustainable development also encompasses our collaborative relationship with our suppliers¹. PI-ZETA di Poli Renato e C. S.n.c.'s sustainable procurement policy is based on the principles enshrined in the UN Global Compact and the International Labour Organization (ILO). We integrate sustainable development into our procurement strategy, day-to-day operations and relationships with suppliers. All employees and contractors of PI-ZETA di Poli Renato e C. S.n.c. are required to identify, prevent and manage risks relating to health and safety, social responsibility and the environment within the supply chain.

¹ The term "suppliers" refers to suppliers of goods and services. More detailed provisions on the same subjects may govern relations with contractors or be contained in contracts with suppliers of goods. Nothing in this Code is intended to replace such more specific provisions.

2. Our commitment to suppliers

PI-ZETA di Poli Renato e C. S.n.c. aims to establish long-term relationships with suppliers committed to sustainable development. Our objective is to collaborate with suppliers to ensure that the company and our customers benefit from purchases offering good value for money and to demonstrate responsible management of the supply chain.

Corporate conduct

In carrying out their duties and responsibilities relating to procurement, all employees of PI-ZETA di Poli Renato e C. S.n.c. are required to communicate to suppliers the company's commitment to high legal, ethical and moral standards.

Our internal guidelines set out standards of conduct in procurement activities regarding favouritism, conflicts of interest, corruption, competition law and confidential information.

Employees of PI-ZETA di Poli Renato e C. S.n.c. are encouraged to continually consider and discuss issues relating to ethical behaviour.

Category management and supplier relationship management

PI-ZETA di Poli Renato e C. S.n.c. has established standard procedures for category management and supplier relations. These guidelines ensure a fair, competitive and transparent negotiation process, in accordance with our policies and values.

3. Our expectations of suppliers

PI-ZETA di Poli Renato e C. S.n.c. is committed to meeting high social, environmental, health and safety standards. For this reason, we require our suppliers to share this approach. Suppliers are required to comply with local and national laws and regulations. Furthermore, they must adhere to the following standards²:

Health and Safety at Work

Suppliers must ensure a safe and healthy workplace for their employees and external contractors. Suppliers are required to comply with local and national laws and regulations regarding health and safety at work, and to hold the necessary permits, licences and authorisations issued by local and national authorities. Furthermore, we require them to have documented health and safety policies and/or procedures, together with appropriate safety infrastructure and equipment.

Suppliers classified as having a moderate or high health and safety risk must take appropriate measures and demonstrate continuous improvement until a recognised health and safety management system is implemented. When on the premises of PI-ZETA di Poli Renato e C. S.n.c., suppliers are required to fully comply with the applicable policies and guidelines of PIZETA di Poli Renato e C. S.n.c.

Safety provisions

Suppliers undertake to ensure the application, at their sites, of all security measures necessary to protect employees, external contractors and company assets, particularly in conflict zones. In particular, they must have an effective crisis management policy in place to respond to any emergencies efficiently and promptly.

² The standards are based on the principles set out in the UN Global Compact and by the International Labour

Working conditions

Suppliers are required to ensure fair and decent working conditions. Workers must receive remuneration at least equivalent to the local standard for the sector or the minimum wage set by national legislation (whichever is higher) and benefit from social security schemes in accordance with national legal provisions.

In the absence of a statutory minimum wage in the country of operation, fair and decent conditions require suppliers to remunerate their workers taking into account the general wage level in the country, the cost of living, social security benefits and comparative living standards.

Freedom of association and no retaliation

Suppliers must not interfere with workers' freedom of association. Employee representatives must not be subject to discrimination or dismissal in retaliation for exercising workers' rights, raising grievances, participating in trade union activities or reporting suspected breaches of the law.

Forced labour

Suppliers are prohibited from using involuntary labour extracted under threat of punishment, including forced overtime, human trafficking, debt bondage, forced labour by prisoners, slavery or servitude. Suppliers must not retain the identity documents of migrant workers.

Child labour

Suppliers must not employ anyone under the age required to complete compulsory schooling. Persons under the age of 18 or below the minimum legal working age must not be employed.

Non-discrimination

Employment-related decisions must be based on relevant and objective criteria. Suppliers must not discriminate on grounds such as, but not limited to, age, disability, gender, sexual orientation, political or other opinions, ethnic or social origin, and religion. Employment-related decisions include, by way of example, the recruitment, promotion, dismissal and transfer of workers, training and skills development, health and safety, and any policy relating to working conditions such as working hours and pay.

Compliance with environmental regulations

Suppliers are required to respect and comply with environmental regulations at all levels (local, national and international). All their activities must be covered by the necessary environmental permits and licences. Furthermore, they are required to adopt a precautionary approach to environmental challenges.

Management of environmental impacts

Suppliers are required to systematically manage their environmental impacts with regard to, but not limited to, energy, water, waste, chemicals, air pollution and biodiversity. To this end, they must set objectives and targets to reduce these impacts. We require suppliers identified as having a high environmental impact to take appropriate measures and demonstrate continuous improvements aimed at implementing a recognised environmental management system.

Corruption and abuse of office

Suppliers must comply with all applicable anti-corruption laws and regulations and, to this end, implement a zero-tolerance policy towards any form of corruption, abuse of office, extortion and embezzlement. In particular, suppliers must not pay bribes or offer any other inducement (including kickbacks, 'facilitation' payments, hospitality and gifts of excessive value, grants or donations) in connection with their business dealings with customers and public officials. Suppliers are required to conduct all business activities transparently, and these must be accurately recorded in company records and documents. Suppliers must not use third parties to carry out activities that they can carry out themselves, such as paying bribes.

Competition laws

In performing their contract with PI-ZETA di Poli Renato e C. S.n.c., suppliers must comply with all applicable competition laws and, to this end, adopt a zero-tolerance policy towards any form of breach of such laws. In particular, suppliers must refrain from attempting to include in their contractual agreements with PI-ZETA di Poli Renato e C. S.n.c. any condition contrary to competition laws. They are also required to take all necessary precautions to prevent the disclosure of commercially sensitive information relating to the supply relationship with PI-ZETA di Poli Renato e C. S.n.c. to third parties.

4. Terms of employment

This Code of Conduct applies to all suppliers of PI-ZETA di Poli Renato e C. S.n.c. and is communicated to existing and potential suppliers. As part of the qualification process, new suppliers must be assessed, in accordance with the provisions of the company's Quality Manual, to ensure compliance with the standards set out in this document. Priority in the assessment of current suppliers is assigned on the basis of the potential sustainability risk associated with the goods and services supplied and the relationship with PI-ZETA di Poli Renato e C. S.n.c.

For priority suppliers, PI-ZETA di Poli Renato e C. S.n.c. regularly carries out risk assessments in the form of selfassessments, fact-finding exercises or audits. Suppliers receive guidelines from PIZETA di Poli Renato e C. S.n.c. on how to meet its expectations and on the assessment procedures. If a supplier fails to meet our requirements, they must draw up corrective action plans within a specified timeframe (depending on the severity of the issue), and PI-ZETA di Poli Renato e C. S.n.c. will monitor the progress made.

PI-ZETA di Poli Renato e C. S.n.c. may consider supporting suppliers in developing their capabilities and improving their performance. PI-ZETA di Poli Renato e C. S.n.c. may terminate its business relationship with suppliers who have repeatedly and deliberately breached this Code of Conduct and refuse to implement improvement plans. During tender procedures, PI-ZETA di Poli Renato e C. S.n.c. reserves the right to exclude suppliers who do not comply with local, national or international laws or regulations.



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Date

Supplier's signature for acceptance
