

SUPPLIER CODE OF ETHICS AND BUSINESS CONDUCT

1. SCOPE

This Supplier Code of Ethics and Business Conduct ("Code") applies globally to all suppliers, agents, contractors, subcontractors and business partners (each a 'Supplier', collectively, "Suppliers") of companies in the Lafert Group's ("Lafert").

Lafert values responsible business practices and for this reason adopted its own Code of Ethics, which guides the behaviour of Lafert's employees. The same principles that underpin Lafert's own Code are set out in this Code, the purpose of which is to ensure that Suppliers are aligned with Lafert's values.

Lafert requires each of its Suppliers to read and comply with this Code. Any violations of this Code could jeopardize the Supplier's business relationship with Lafert, including, without limitation, termination of the relationship.

2. PRINCIPLES

1. Compliance with laws

The Supplier shall comply with the content and spirit of all applicable laws and regulations transmitting the same commitment within its supply chain.

The Supplier shall maintain accurate books and records demonstrating compliance with legal requirements and standards.

The next paragraphs in this section illustrate the main areas where the Supplier is expected to comply with the law. However, the Supplier is expected to behave in a legal manner in any aspect of its business conduct, respecting all relevant laws and regulations in any part of the world where the Supplier operates.

2. Ethics and Integrity

The Supplier shall follow the highest standards of ethical conduct, acting with integrity in all aspects of doing business.

Examples of the Supplier acting with integrity are, without limitation:

- refraining from offering or requesting expensive gifts or entertainment in an attempt to influence business decisions;
- behaving fairly with competitors and not engaging in any practice that may distort competition;
- respecting the dignity of all individuals;
- choosing sustainable products and business processes.

3. Anticorruption

The Supplier understands that Lafert shall not tolerate any form of bribery or corruption and that the Supplier is expected to take a similar stance and comply with all relevant laws and regulations, ensuring that its staff understands and complies with any obligations in this regard.

The Supplier shall not engage in any form of corruption or bribery to obtain an unfair or improper advantage in the course of doing business with Lafert or otherwise. The Supplier shall abide by all applicable anticorruption laws and regulations in the countries in which it operates.

4. Employment and Human Rights

The Supplier shall comply with all applicable laws and regulations in the field of employment and human rights and ensure that similar compliance takes place throughout its supply chain.

In particular:

- Anti-discrimination – the Supplier shall treat all employees fairly, regardless of gender, age, race, sexual orientation, disability, religion, union membership, marital or pregnancy status, provide them with equal opportunities and have in place appropriate policies to prohibit discrimination.
- Anti-Harassment and Abuse – the Supplier shall commit to a safe workplace free of harassment and abuse.
- Prevention of Modern Slavery – the Supplier shall ensure that all work carried out by its employees or associates is carried out on a voluntary basis and that all work is done void of connections to human trafficking or any form of slaved or forced labour.
- Prevention of Underage Labour – the Supplier shall comply with all local and national minimum working age laws, rules and regulations and not use child labour.
- Wages and benefits – the Supplier shall comply with all local and national laws regulating minimum wages ensuring that all workers receive at least the legally required minimum wages and benefits and that any overtime work is managed according to the contract and paid as required by law.

5. Health and Safety

The Supplier shall comply with all applicable laws and regulations in the field of health and safety at work transmitting the same commitment within its supply chain.

In particular the Supplier shall ensure that adequate procedures are in place concerning :

- Emergency response;
- Health and safety communication;
- Incident management;
- Hygiene;
- Occupation health, safety and hazard prevention.

6. Trade and export sanctions

The Supplier shall comply with all trade and economic sanctions and embargoes adopted by any country where it operates.

7. Antimoney Laundering

The Supplier shall comply with any applicable anti-money laundering legislation and shall never get involved in any activity that is, or may be interpreted as related to, money laundering.

8. Conflict of interest

The Supplier shall avoid any situation of conflict of interest in relation to the business with Lafert and shall disclose any situation that may be, or may appear to be, a situation of conflict of interest.

9. Confidentiality and disclosure of information

The Supplier shall keep all confidential and proprietary information in strict confidence, except when authorised by Lafert or legally required to disclose information and data.

10. Intellectual Property Rights

The Supplier shall ensure that all products that are supplied to Lafert do not infringe any intellectual property rights of third parties.

11. Product quality, safety and materials compliance

The Supplier shall strive to achieve high standards of product quality and safety.

The Supplier shall also comply with regulatory requirements (for example, requirements set out in the so called REACH and RoHS systems) regarding any material used in the products supplied to Lafert.

12. Sustainability – products

Lafert also recommends to its suppliers to evaluate the opportunity to design and manufacture sustainable products

13. Sustainability – local communities

Lafert also recommends to its suppliers to evaluate the opportunity to foster social and economic development and contribute to the sustainability of the communities in which it operates.

14. Environment

Lafert also recommends to its suppliers to evaluate the opportunity to implement its operations in a way to not create an undue impact on the environment.

Lafert recommends to its suppliers to prefer activities aimed at reducing energy and water consumption and to limit production of waste, choosing environmentally responsible products and services where possible.

3. COMPLIANCE AND AUDIT

The Supplier shall ensure its compliance with this Code and applicable legal requirements at all times. The Supplier understands and accepts that Lafert may engage in auditing activities, from time to time and with Supplier's prior agreement, in order to confirm Supplier's compliance with this Code, including on-site inspections, use of questionnaires, review of publicly available information, or other measures necessary to assess Supplier's compliance.

4. LEGAL OBLIGATIONS

This Code is a general statement of Lafert's expectations with respect to the Supplier. This Code is in addition to the Supplier's obligations as set forth in any agreement between Lafert and the Supplier. In the event of a conflict between this Code and any agreement, the terms of the agreement shall prevail.

5. DECLARATION

We, the undersigned, acting on behalf of The Supplier, undertake to:

1. comply with this Code;
2. comply with any agreement in force with Lafert;
3. comply with legal obligations; and
4. act ethically and responsibly.

Supplier: _____

Title: _____

Name and Surname: _____

Signature: _____

Date: _____