



# ETHICAL AND CONDUCT CODE

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## **The Company**

Maroso SRL is a Company operating in two business sectors: autoclaves and pressure equipment production, carried out in Via De Gasperi in Pianezze; technological systems, mainly at the construction sites, condominium and public/private buildings.

The production of autoclaves consists in pressure chambers, built to grant the optimization of different processes carried out through the constant control of temperature, pressure and vacuum parameters during the all cycle.

The Company operates in the following sectors: aerospace, automotive, rail, naval, construction, energy, sports and leisure.

MAROSO SRL builds systems, basing on the customer's project or on its own project, as lighting, water, fire protection, hydraulic, electric, electronics, data transmission systems, etc.

It works in the civil, industrial, commercial and sanitary systems field through different phases, starting from the systems projects to their test, providing specific solutions for hydraulic, electrical and renewable energy systems.

The Company takes care of the project and realization of heating, hydraulic and conditioning systems, provides solutions for the energy saving through the exam of all the advantages/disadvantages linked to the different installations, builds civil and industrial electrical systems in compliance with the rules in force, provides turnkeys projects when required, in addition to special systems as fire detection, data transmission, anti-intrusion and video surveillance to monitor and secure the customer's properties.

According to the Company Policy, and in particular to the principles that lead to the innovation, the interest in the environment protection, in addition to the one for the energy saving, Maroso SRL provides solutions using advanced technologies available for the heating-solar systems, condensation boilers, heating pumps and photovoltaic systems.

## **Company Policy**

As defined in its own Company Policy, Maroso SRL strategy aims at developing three pillars:

### **Innovation**

- Technology for products and services, through the study and introduction of new processes;
- The digital aspect, for the development of a quick communication with customers and collaborators;
- Organization, with the process optimization and the data analysis, through the use of IT systems;
- Business, through the analysis of new business models and the research of new markets;
- Communication and behavior, encouraging the personnel to a new collaborative approach towards the external, to adopt environmental principles and to be aware of the importance of health and security in every area.

### **Saving**

- both in economic and in systems consumptions terms, adopting at internal level an environmental and energy management system;
- in the customer service, aiming to an improvement of the energy efficiency and sustainability of the proposed interventions;
- in the machineries operating cycle, adopting software solutions to optimize the work cycle, and in the remote assistance services through a constant monitoring activity and optimization of the functioning parameters.

### **Responsibility**

- towards customers, providing high standard on its services and products, keeping into consideration the customer's satisfaction.
- towards the collaborators and employers, to grant the operational continuity and a comfortable working environment, ensuring their health, safety and the use of Personal/Collective Protection Devices; to limit the use and handling of chemical substances; to provide equipment - built in accordance to the maximum safety standards, guaranteeing the comfort of the work stations – made up according to the ergonomic criteria - the protection against fires and emergencies, through the maintenance of its own protection devices and the adoption of emergency plans – periodically tested and improved – and monitoring the impact on the safety thanks to a management system of near misses, accidents and injuries;
- towards the personnel, in general, to grant the professional growing and the awareness, increasing the participation in the definition and realization of the Company aims;
- in social terms, through the adoption of behaviors that aim at decreasing the impact on the environment and encouraging initiatives that could promote the energy saving, the consumptions reduction of water and raw materials, the control of water and atmosphere pollution, the reduction of waste and of the risks due to the use of chemical substances, in the perspective of sustainability of the Company activities.

### **Ethical Code Purposes and Addressees**

The Ethical Code has been drafted to clearly define the principles and values of the modalities through which Maroso SRL provides services and products.

All Company members are required to comply with it, included Managers, employees, workers, consultants and stakeholders, as well as the ones that have relations with the Company and operate in its interest (hereinafter the "Addressees").

MAROSO SRL will not start or continue any relation with anyone who does not intend to observe the principles contained in this Ethical Code.

The Ethical Code is drawn on the belief that the adoption of behaviors based on the ethical principles is crucial for the Company success.

MAROSO SRL bases its internal and external activity on the respect of the principles contained in this Ethical Code, that is a fundamental component of the organizational model implemented.

The Ethical Code is very important for a correct implementation of the preventive control, as per the Risks Management Model from the Legislative Decree n° 231 dated 8th of June 2001, including ethical principles and precepts in the management of the crime commission risks.

### **Ethical Principles**

The Addressees are required to strictly observe the ethical principles below indicated:

#### ***Legality:***

The Addressees have to adjust their behaviors to the rules in force in every area where MAROSO SRL and the Addressees could act, including the Community and international legislations, if applicable.

All the Addressees, for what concerns their skills, have to know and observe the disciplines codified by international, community, state, regional and local institutions, in particular when referred to the rules concerning the Company law, the protection of the individual personality, the health and the safety in the work place.

### ***Impartiality***

In decisions that affect the relations with the stakeholders (for example: choice of customers, relations with shareholders, staff management, suppliers' selection, relations with the community and institutions) MAROSO SRL avoids any discrimination based on age, gender, sexuality, health, race, nationality, political views or religious beliefs of its interlocutors.

### ***Honesty in conflicts of interest***

The Addressees have to avoid situations that could even seem conflict of interests with MAROSO SRL.

There is conflict of interest when one of the two Addressees pursues an interest different from MAROSO SRL, personally takes advantages of business opportunities he has become aware of in the collaboration with the Company, or acts in contrast with the loyalty and trust duties to which he/she is bound towards MAROSO SRL.

### ***Value of the person***

The staff and its collaborators represents for MAROSO SRL and added value, to be promoted and defended, in order to improve and grow the experience and know-how of the Company.

### ***Commitment, diligence and accuracy in carrying out tasks, obligations and duties***

The Addressees undertakes, with full seriousness, to carry out with diligence and accuracy the tasks and duties for which they are responsible for, and to honour the commitments arising from new contracts and obligations.

### ***Transparency and completeness of the communications and information***

The Addressees are required to provide complete, transparent, comprehensible and accurate information. MAROSO SRL undertakes to ensure that the stakeholders are always in condition to make decisions consciously, basing on the information received.

### ***Responsibility in business***

MAROSO SRL ensures that the business management is in compliance with the principle of integrity and transparency. All the actions, operations, negotiations, and more in general, behaviours related to business, have to be correct and avoid any episode of corruption and favoritism.

### ***Accuracy in the interpretation of regulations***

In case of doubts concerning the correct interpretation of laws and regulations, the Addressees have to ask the opinion of the responsible Company Manager, through the suitable channels.

### ***Transparency and documentation of the decision making processes***

All the actions and operations carried out by MAROSO SRL, or in its interest, have to be adequately record; it has to be possible to check the decision making progress, authorization and its development. Each operation has to be documented, in order to facilitate, in every moment, the checks to attest the characteristics and reasons of the operation, the person who authorized, carried out, record and verified it.

### ***Relations with the Public Administration and the Public Supervisory Authorities***

It is not allowed to offer money or gifts to managers, officials or personnel of the Public Administration, or to their relatives, both Italians and of other countries, except for gifts or benefits of modest value.

It is considered an act of corruption the illegal payments made directly by Italians, foreign, community, transnational bodies and staff, and the illegal payments made through people acting for these bodies, in Italy or abroad.

It is forbidden to offer or accept any object, service, performance or favour to obtain a more advantageous treatment, referring to any relation with the Public Administration.

When a business negotiation, request or relation with the Public Administration is going on, the staff cannot try to influence inappropriately the decision of the counterpart, included the ones of the officials that treat or make decisions on behalf of the Public Administration.

In the specific case in which a tender is carried out with the Public Administration, it will be necessary to operate in compliance with the law and with correct commercial practices.

In case of works/intervention, or when required by the Public Administration, the competent staff has to respect the ethical and conduct code of the Body.

If MAROSO SRL avails itself of a consultant, or a third subject, conferring him/her with the task to represent it with the Public Administration, it has to make sure that the same directives applied to the Company are applied also to the consultant and its staff, or to the third subject.

MAROSO SRL cannot be represented in front of the Public Administration by subjects that could be cause of conflict of interests.

During a business negotiation, administrative process (request, application...) or commercial relation with the Public Administration, the following actions must be avoided:

- Examine or propose work and/or commercial opportunities that could advantage employees of the Public Administration, from the personal point of view;
- Offer, or in any case provide, gifts or benefits;
- Solicit or obtain private information, that could compromise the integrity or the reputation of both parts.

There may also be prohibitions related to hire former employees of the Public Administration (or their relatives), who have personally and actively participated in business negotiations, or to support the requests made by MAROSO SRL to the Public Administration.

Any violation by MAROSO SRL, or third parties, has to be promptly reported to the internal competent person.

MAROSO SRL commits to scrupulously observe the rules established by the Public Supervisory Authorities for the compliance with the current regulations, providing maximum collaboration and transparency.

MAROSO SRL will not delay, deny or conceal any information or communication that should be required by the Public Supervisory Authorities, included the requests made as part of their public inspection activities. MAROSO SRL will act scrupulously to avoid conflicts of interest situations with managers and employees of any Public Supervisory Authority and their relatives.

## **Relations with customers**

According to the primary importance given, as Company Policy, to the protection of its customer interests, MAROSO SRL acts to avoid the arising of conflicts of interest, as well potential, that could lead to doubts about its integrity and professionalism. In respect of the law and regulations provisions, eventual situations of conflicts of interest are communicated to the customers. MAROSO SRL pursues the goals to satisfy their customers providing them products and services of quality at

congruent conditions and prices, fully in compliance with the laws and regulations applicable to the market in which it operates.

MAROSO SRL commits itself not to discriminate in any way its customers, and to ensure that courtesy, attention, correctness, transparency and a clear communication are distinctive elements of the Company's business in the relation with customers.

### **Relations with suppliers**

MAROSO SRL, in its purchase policy, aims at supplying products, materials, works and services at the most advantages conditions in terms of quality/price. This goal has to combine with the need to implement the relations with suppliers, that ensure operational methods compatible with both the respect of human rights, the workers and the environment.

For this reason, MAROSO SRL requires to its suppliers to refrain, for example, the use of child labour and discriminations, abuses or coercion at the expense of workers; to respect the environmental legislation, adopting Company policies regarding the control of raw materials consumption, the reduction of waste, harmful emissions and, more in general, the limit of the environmental impact of the productions.

MAROSO SRL, supports the creation of stable relations with its suppliers, periodically review its own supplier register, in order to rationalize it and increase the cheapness and efficiency.

In conclusion, the possibility to compete to offer products/services must not be precluded to any potential supplier.

For all the supplies, also for the work and consultancy contracts, should be formalized and documented the reasons of the choice, the considerations about the applied price, in accordance to what established by the Company procedures.

The Purchase Managers must not accept gifts or any other benefit, that should create embarrassment, influence their choices or raise the doubt about a non-transparent or impartial conduct. Benefits of modest value are admitted, in the context of uses and in compliance with the Company provisions.

### **Relations with employees and collaborators**

The assessment of employees and collaborators to involve is carried out on the basis of the correspondence of the candidates' profiles with those expected and with company needs, in the respect of the equal opportunities for all the concerned subjects. The required information are strictly connected to the examination of the foreseen professional profile's aspects, without giving relevance to elements connected to family relations and connections of the candidate.

The employees are involved with regular employment relation; irregular work forms are not tolerated. At the establishment of the employment relation, the hired person receives full and complete information about the characteristics of the function and tasks to be performed, the regulatory and remuneration elements as established by the applicable Collective Agreement, the rules and procedures to be adopted in order to avoid possible risks to his/her health deriving from the work he/she is about to carry out.

The access to roles or position in established taking into consideration the skills and abilities; furthermore, are promoted work organisation forms that facilitate the maternity status and the children's care, in accordance to the general work efficiency.

Personnel management policies are communicated to all collaborators in the most suitable methods.



The people in charge takes care of valorise all the roles inside MAROSO SRL, communicating to the employees and collaborators their strength and weakness points, in order to allow them to promote their professional grow, as part of the personnel training system that MAROSO SRL has set up.

### ***Child labour***

MAROSO SRL condemns any form and type of child labour, it commits not to use or support it in any way, also along its production chain. However, this commitment does not preclude, always in compliance with current legislation, the implementation of active participation and training initiatives such as those that may include the involvement of minors under the age of 18, such as internships, school-work alternation programs and ad hoc initiatives for the promotion of culture.

In this case, the Company commits to carry out its activities in full respect of the fundamentals principles concerning children's rights and the minimum age for work, recognized by the Conventions and Regulations operating at national/international level, as well as from the Company documents; MAROSO SRL commits to avoid with all available means the exposure of minors to potential risky or harmful situations for their well-being, physical and mental development.

### ***Exploitation and forced, involuntary or imposed labour and working hours.***

The Company, for what concerns its activity, does not tolerate any form of forced, involuntary or imposed labor. The prevention, identification and warning of human rights violation, in any part of its activity or supply chain, is responsibility of all the people working for us or on our behalf. The employees are obliged to avoid any activity that could lead or suggest a violation of this Policy.

MAROSO SRL commits to respect the working hours established by the Collective Agreement, intended as the period during which the employee is at disposal of the Employer, with the obligation to carry out his/her business or functions and to respect the rest period foreseen by the contract.

If there is the doubt of any violation about the points of this paragraph, and any activity carried out by the Company or the supply chain, each employee is obliged to report it to the General Management.

### ***Racial or gender discrimination***

MAROSO SRL avoids any form of discrimination against its employees, in particular for what concerns the one linked to the gender or the origin of the employed staff. In the management and development context of the employees, the decisions taken are based on the correspondence between the expected and owned profiles or on considerations strictly concerning the value, not on racial/gender requisites.

### ***Right to the free association and negotiation***

The Company guarantees to its staff the freedom to workers' union representation as a mean to protect the relation between employer and worker, the right to the negotiation and the signing of binding agreements, able to regulate the work relations with Collective Agreements, the right to demonstrate, the right to take part to the Company life to ensure that the employees' rights are not ignored, to intervene in the procedures of contracts modifications collective dismissal.

### ***Relations with third parties***

During the work relation, no employee, directly or through members of his/her family, could require or accept money, gifts or benefits, both for his/herself and third parties, if this could influence or make believe that could influence his/her work decisions. In any case gifts/benefits do not exceed the habit limits and should have a symbolic value. In critical cases, the recipient must promptly notify the Company.

The offer of gifts or free services to private third parties during the employment relation must be considered and evaluated with the utmost caution. If falling within the habit of interpersonal relationships, both must remain within reasonable limits and have a symbolic value.

Contributions and financing for welfare purposes must remain within the limits permitted by the law and be authorized in advance by the Board of Directors. MAROSO SRL does not distribute contributes to associations, with which could happen cases of interest conflicts (for example trade unions, consumers' associations). However, the collaboration with these subjects is possible if it could help to pursue the Company mission.

### **Accounting transparency**

The addressees commit, in compliance with their functions and roles, to present the facts concerning the management of MAROSO SRL in a truthful and correct way in the Company accounting. The documents prove the Accounting record activity, the identification of an eventual mistake, as well as the degree of responsibility within the individual operational process.

The addressees are obliged, in accordance to their functions and roles, to control the accuracy and truthfulness of the accounting records and disclose eventual mistakes, omissions and/or falsifications.

MAROSO SRL instructs its employees and collaborators so that truth, completeness, clarity and rapidity are constantly guaranteed, both inside and outside MAROSO SRL, as well as the maximum accuracy concerning data and information processing.

For this reason, each operation or transaction must be correctly and promptly recorded in the Company accounting system, according to the criteria indicated by the law and on the basis of the applicable accounting principles; every operation or transaction must be authorized, verifiable, legitimate, consistent and congruous.

In order to have the accounting meeting the requirements of truthfulness, completeness and transparency of the recorded data, an adequate and complete supporting documentation of the activity carried out must be kept in the records of MAROSO SRL, in order to allow;

- the accurate accounting record of each operation,
- the immediate determination of the characteristics and reasons at its base,
- the easy formal reconstruction of the operation, also from a chronological point of view,
- the verification of the decision-making, authorization and implementation process, as well as the identification of the various levels of responsibility and control.

Each accounting record must reflect exactly what results from the supporting documentation. Therefore, it is task of each employee or collaborator appointed to do so to ensure that the supporting documentation is easily available and ordered, according to logical criteria and in compliance with Company provisions and procedures.

In absence of authorization, no one can make any type of payment in the interest of MAROSO SRL using the Company's funds and, in any case, establish and hold funds, including foreign ones, not resulting from the official accounting.

MAROSO SRL employees who become aware of omissions, falsifications or negligence in the accounting records or in the supporting documentation, are required to promptly report them to their superior.

If the report is unsuccessful, or if the employee feels uncomfortable in contacting his/her direct superior to make the report, the employee reports it to the Supervisory Body and to the administrative body.

## **Protection of the Company assets**

MAROSO SRL commits to ensure that the use of the available resources - carried out in compliance with the current legislation and the contents of the statute, and in line with the values of the Ethical Code - is aimed at guaranteeing, increasing and strengthening the Company assets, in order to protect it, and to protect the one of its associated members, creditors and market.

In order to protect the integrity of the Company assets, it is specifically prohibited, except in cases expressly allowed by the law, to return the contributions in any form or free the shareholders from the obligation to make them; to distribute the profits not actually achieved or destined by law as reserve, or reserves that cannot be distributed by law; carry out reductions in the Company capital, mergers and demergers, violating the rules set up to protect creditors; fictitiously form or increase the Company capital; satisfy, in the event of liquidation, the claims of the shareholders to the detriment of the corporate creditors.

## **Corporate disclosure and relevant communications**

MAROSO SRL, within the limits established by the current law, promptly and correctly provide the information, clarifications, data and documentation required by the members, customers, suppliers, eventual competent surveillance public authorities, institutions, bodies, authorities and other stakeholders in the execution of the respective functions.

Each relevant Company information must be report with absolute rapidity both to the Company sectors responsible of the Company management control, and the eventual competent surveillance bodies.

Through the methods and functions designated in the internal protocols, MAROSO SRL guarantees to all those who are legitimately interested in the knowledge of company facts, the expected evolution of its economic, patrimonial and financial situation, the access to information and the transparency of the choices made.

Referring to the members, the communications of facts or relevant situation of the activity, the expected Company evolution, should be exactly made. Special care and correctness is focused on the communications diffusion, vital for MAROSO SRL life and that could affect in a significant way on the business evolution or on its credibility and reliability.

## **Workplace safety**

MAROSO SRL through the Risks Assessment Document provides fundamental principles and criteria, on which are taken decisions regarding the health and safety on the workplace, for what concerns the carried out activities. The principles and criteria that MAROSO SRL express through its Company policy are:

- assess the risks that could be avoided and prevent them since the beginning;
- adequate the work to the man, in particular for what concerns the conception of the workplaces, the choice of the equipment, work and production methods;
- keep into consideration the evolution level of the procedure;
- replace what is dangerous with something less dangerous or that is not;
- program the prevention, aiming at a coherent complex that integrates the technique, work organization, working conditions, social relations and the influence of the working environment.
- give priority to the collective protection measures instead of the individual protection measures.

## **Environment protection**

MAROSO SRL environmental policy bases on the belief that the environment could represent a competitive advantage, in a market that is increasingly sensitive to environmental impacts.

At this point MAROSO SRL:

- Acts in full respect of the mandatory legislation and the prescriptions, that the organisation subscribe;
- Identify, acquires, plans, in a preventive way, the activities required by the new legal prescriptions concerning the environmental filed;
- Continuously improve the management system, through the planning, implementation and control of each measure introduced for the improvement of environmental aspects;
- Guarantees the protection of the environment through continuous technological improvement, processes and resources;
- Announces the commitment to environmental protection that the Company, all the people who work for it or on its behalf pursues, by publishing its policy.

## **Anti-money laundering**

MAROSO SRL commits to respect all the laws and dispositions, both national and international, concerning the anti-money laundering.

The responsible staff and the collaborators of MAROSO SRL must not, in any way or circumstances, receive or accept the promise of cash payments or risk to be involved in events related to the money laundering, deriving from illegal or criminal activities.

Before establishing relations, or entering in contracts with non-occasional suppliers and other partners in long-term business relations, MAROSO SRL must ensure the moral integrity, reputation and good name of the commercial counterpart.

## **Crimes against the person**

The Addressees commit to observe the current national, community and international laws that protect the individual personality, the integrity and dignity of the person, especially if minor.

## **Fair competition**

MAROSO SRL intends to practice fair competition by refraining from anti-competitive, collusive or abusive behaviour of a dominant position.

## **Cybercrime offense – Addressees behaviour**

The Addressees in the activities carried out for MAROSO SRL should not declare – and will take all necessary precautions to avoid falsehoods declarations in a public electronic document, having evidential value.

The Addressees will not be able to have access, except within the limits of the authorizations granted by the subjects in charge that are endowed with suitable powers, to the IT or telematics system of MAROSO SRL, protected by security measures.

The Addressees will also refrain from illegally detaining and diffusing computer access codes to the IT systems of MAROSO SRL, which they may be in possession of for reasons related to their collaborative relations with MAROSO SRL.

The Addressees are obliged to use codes, keywords or other suitable means to access to an IT system protected by security measures, exclusively within the limits and for the specific purposes to which they are kept for their tasks or contractual obligations, without reproduce, copy, diffuse or communicate them. They will refrain from damage the IT system of MAROSO SRL or other subjects, in the activities carried out on behalf of MAROSO SRL, the information, data or programs contained in it or from facilitate the interruption, total or partial, or alteration of its functioning.

The Addressees are prohibited from intercepting communications relating to the IT system of MAROSO SRL (or other subjects, in the activities carried out on behalf of MAROSO SRL) or between two systems or to prevent or interrupt the communications themselves; to install equipment designed to intercept, prevent or interrupt communications relating to an IT or telematics system or between multiple systems.

It is also obligation of the Addressees to refrain from destroying, deteriorating, delete, altering or suppressing information, data or computer programs of others or owned by the State or, in any case, of public utility, respecting the terms of the contract contained in the relative licenses and using them in the measures and limits set by the relative holders.

Finally, the Addressees commit not to introduce into the IT system of MAROSO SRL or transmit from the IT system of MAROSO SRL data, information, programs suitable to destroy, damage or make them whole or in part useless (or seriously obstacle its functioning) the MAROSO SRL IT system, other IT systems of public utility.

### **Privacy protection and confidential information**

Each Addressee is obliged to protect the secrecy of the information regarding MAROSO SRL, learnt during the performance or on the occasion of the activity performed in its favour. In the respect of the current law, all information, knowing, acquired or elaborated data by the Addressees through their activity cannot be used, communicated or diffused without expressed authorization of the Company.

Each Addressee should:

- Acquire and treat only information and data necessary and directly connected to his/her activity;
- Keep data and information in order to impede to third parties to know them;
- Communicate and diffuse data/information concerning the Company prefixed procedures and its previous authorization, through the responsible person;
- Assess and determine the confidential nature of the information, in accordance to what foreseen by the procedure prefixed by the Company owner of the data;
- Respect the confidential obligations, also after the conclusion of the relation with the Company owner of the data, in accordance to the current law and/or the contractual commitments previously accepted.

MAROSO SRL activity requires the data processing; it means any operation or a complex of operations carried out, even without the use of electronic tools, concerning the collection, record, organization, storage, consultation, process, modification, selection, extraction, comparison, use, interconnection, block, communication, diffusion, delete and destruction of data, even if not registered in a database - subject to protection by the current legislation on privacy.

MAROSO SRL is particularly accurate about the aspects concerning the privacy of the staff/collaborators/customers/users and of any other person interested in the processing of their personal data by the Company.

Specific security measures are observed to prevent the loss, illicit or incorrect use of the data being processed by the Company and/or unauthorized computer access. The treatment of personal data is

allowed only to the authorized personnel, in respect of the regulations and the procedures in compliance with the current laws.

MAROSO SRL commits to protect information and data concerning the Addressees and third parties, and to avoid any improper use.

## **Sanctions**

Failure to comply with the rules of the Ethical Code by the Addressees lead to different penalties, depending on the role played by the Addressee concerned, except for any right to a compensation for eventual damages resulting from such non-compliance.

The observance of the Ethical Code by the Addressees adds to the general duties of loyalty, honesty, good faith execution of the contract; it is important also for the purposes of the Art. 2104 of the Civil Code (Employee diligence). Violations of the rules of the Ethical Code constitute a non-fulfillment of the obligations deriving from the employment relation, with all contractual and legal consequences, also with reference to their relevance as a disciplinary offense and/or the preservation of the employment relation. For the Ethical Code violations carried out by subjects with a collaboration relation with MAROSO SRL, sanctioning measures contained in the respective contracts will be applied.

MAROSO SRL commits to foresee and impose, in compliance with the provisions of the Company disciplinary system and the procedures of the Collective Agreement, sanctions that are proportional to the seriousness of the violations committed. In particular, the violations of the dispositions and principles established in the Ethical Code could lead to the application of sanctions and/or further measures, even precautionary, expressly indicated in the regulation, and foreseen by the current law.

The violations of the Ethical Code by the members of the social bodies could lead to the adoption, by the competent bodies, of the measures considered more suitable between the ones foreseen by the law.

## **Ethical code advertising and staff training**

The diffusion of the Ethical Code to the Addressees is ensured through an adequate communication instruments.

MAROSO SRL ensures that the Ethical Code is effectively implemented through the continuous promotion of the most appropriate communication initiatives, training and consultative support, aimed at the Recipients.

The Ethical Code is periodically checked and updated, if necessary. Any update, modification and/or integration will be approved by the Board of Directors of MAROSO SRL and promptly diffused to all Addressees, through the means that will be considered most suitable.

Pianezze, 31<sup>st</sup> of January 2022