



**L'APROCHIMIDE** S.R.L.

**AZIENDA PRODOTTI CHIMICI MINERALI E DERIVATI**  
SOCIO UNICO

**Sede Legale, Uffici e Deposito:**  
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PEC: aprochimide@grupposafin.it  
CAP. SOC. € 1.000.000,00 INT. VERS.  
POS. IMPORT-EXPORT MB 014046  
R.E.A. MB-1039013  
REG. IMPR. MI-MB-LO E C.F. 02857100586  
PARTITA IVA IT 00991540964

## **SUPPLIER CODE OF CONDUCT**

### **Scope**

This policy establishes a Code of Conduct for current and potential suppliers.

### **Intent**

L'Aprochimide Srl is committed to conducting its business in an ethical, legal and socially responsible manner. We expect our suppliers to share this perspective, and we therefore require them to subscribe to certain moral and ethical principles in their business operations. While L'Aprochimide Srl recognizes that our suppliers are independent entities, and that there are different legal and cultural environments throughout the communities in which we operate, this code sets forth the basic requirements all suppliers, as well as their employees, agents and subcontractors, must meet in order to do business with L'Aprochimide Srl.

### **Compliance with Laws, Regulations and Published Standards**

L'Aprochimide suppliers must comply with all applicable laws, codes or regulations of the countries, states and localities in which they operate. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, and labor practices. In addition, L'Aprochimide suppliers must require all their suppliers (including external labor resources and subcontractors) to do the same.

### **Environmental Practices**

L'Aprochimide suppliers shall comply with all environmental laws and regulations applicable to their operations worldwide. Such compliance shall include, among other things, the following items:

- Obtaining and maintaining environmental permits and timely filing of required reports;
- Proper handling and disposition of hazardous materials;
- Monitoring, controlling and treating discharges generated from operations;
- Occupational Health and Safety Practices.



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L'Aprochimide suppliers shall provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier. Suppliers shall, among other things, provide:

- Occupational health and safety training
- A system for injury and illness reporting
- Medical treatment and/or compensation to injured/ill workers arising as a result of working for supplier
- Machine safeguarding and other protective measures to prevent injuries/illnesses to workers
- Clean and safe facilities

### **Labor Practices**

L'Aprochimide Srl expects its suppliers to adopt sound labor practices and treat their workers fairly in accordance with local laws and regulations. In addition, suppliers must comply with the following standards:

- Freely Chosen Employment: Suppliers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise;
- No Child Labor: Suppliers shall comply with local minimum working age laws and requirements and not employ child labor;
- Minimum Wages: Suppliers shall provide wages for regular and overtime work and benefits that meet or exceed legal requirements;
- Working Hours: Suppliers shall not require workers to work more than the maximum hours of daily labor set by local laws;
- No Harsh, Inhumane Treatment or Abuse: Suppliers shall treat each employee with dignity and respect. In no event shall Supplier's workers be subject to threats of violence, physical punishment, confinement or other form of physical, sexual, psychological or verbal harassment or abuse;
- No Discrimination: Suppliers shall not discriminate in its employment practices on the basis of race, color, religion, sex, age, physical disability, national origin, creed or any other basis prohibited by law.



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## **Ethical Business Practices**

Suppliers shall conduct their businesses in accordance with the highest standards of ethical behaviour and in accordance with applicable laws and regulations. Suppliers are expected to conform to these requirements in each of the following areas:

- Fair Trade Practices: Suppliers shall not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of antitrust laws;
- Bribery, Kickbacks and Fraud: No funds or assets of the supplier shall be paid, loaned or otherwise disbursed as bribes, "kickbacks", or other payments designed to influence or compromise the conduct of L'Aprochimide;
- Export Sanctions.

L'Aprochimide suppliers must abide by all economic sanctions or trade embargoes that the EU has adopted, whether they apply to foreign countries, political organizations or particular foreign individuals and entities.

## **Compliance with L'Aprochimide Code of Conduct**

Every Supplier must comply with the above Code of Conduct as a condition of doing business with L'Aprochimide Srl. Suppliers are expected to self-monitor their compliance with this Code of Conduct. If L'Aprochimide Srl discovers a Supplier's noncompliance with this Code, L'Aprochimide Srl may require the Supplier to implement a Corrective Action Plan. Suppliers are responsible for ensuring that their employees and representatives understand and comply with this Code of Conduct. Suppliers have a duty to inform L'Aprochimide Srl management of any violations of these requirements.