

General information

Foundry Casati S.p.A. requires that all parts of the organization that carry out their activities in Via Belforte 209-225 site, Varese (VA) and Via Pastore, 8 in Malnate (VA) site, whether they are employees, workers or subcontractors, work honestly and in a fair, fair and ethical manner and free of any gender or race discrimination.

In order to ensure that its partners and all staff comply with these principles, Foundry Casati S.p.A. planned to have an appropriate code of conduct.

Foundry Casati S.p.A. provides that the code of conduct is accepted by all its suppliers.

Message from General Management

To all staff,

Foundry Casati S.p.A. shares several common goals that are based on the principles of respect, integrity and teamwork. Our goals serve to shape the way we relate to each other and conduct business and define our image in the market in which we operate.

Although we do business in many countries with cultures that are often different from each other, ours is a company with a single ethical standard, described in this document. Take the time to read the code to understand how its requirements apply to your work responsibilities.

Code is of utmost importance to us. Just as there are standards that apply to the market, there are also standards that apply to our work in Foundry Casati S.p.A. The code describes some of these important legal and ethical requirements.

If you have questions about which course of action to take, see our code. You can also turn to our ethics hrs for answers.

Foundry Casati S.p.A. does not support any illegal or unethical behavior, even if it were to serve as a short-term commercial success for the company. Each of us has the task of behaving to win the trust and respect of our customers, the markets of competence and the wider business community. Always act with integrity.

Do I treat others with respect?

Does my behavior show integrity?

Do I act with a team spirit?

If my actions ended up on the front page of a newspaper or on the Internet, would I be proud?

Would I be reluctant to tell my actions to someone I respect?

In most cases, if something seems unethical or inappropriate, it probably is. However, if you are still unsure what conduct to adopt, work with your manager or ask for help from company human resources' staff. You can find the contact information of those resources in the final section of the code.

VALUES of Foundry Casati S.p.A.

Anyone who works for **Foundry Casati S.p.A.**, including executives, executives, and employees in whatever role they operate, is required to comply with the code of conduct. Foundry Casati S.p.A. prefers to conduct its business with suppliers, independent employees, subcontractors, agents and other business partners who meet the same high standards to which it adheres.

No one is exempt from code standards, and no one can ask you to override or break code requirements.

The code is intended to provide guidance in the field of professional responsibilities. It is an extension of the values of Foundry Casati S.p.A. and provides a broader profile of the obligations and conduct that everyone is required to follow. The code also contains details of the ethics resources available to staff.

Over time, the code may be updated to reflect changes to the laws or expectations. It could be aided by additional business policies that define requirements for certain areas. The code strengthens business success.

Strategic suppliers of Foundry Casati S.p.a. accept and share what is reported in this code. This Code focuses on respect for laws and standards, equal opportunities, recognition of trade unions, fair conditions of employment, healthy and safe working conditions, the prohibition of child exploitation, the prohibition of child exploitation, principles of ethical purchasing and the prohibition of corruption.

Maintaining and developing constant relations with the territory is of paramount importance for the Foundry Casati. In this context, in line with the Code of Ethics and the additional internal policies and procedures in this area, the organization is engaged in the careful management of the dynamics related to the territory, with particular reference to transparent communication and promotion of social initiatives, such as recent collaborations and related support through sponsorships with local schools.

In the United Nations Universal Declaration of Human Rights, in the European Convention for the Protection of Human Rights and Fundamental Freedoms, the obligations and tasks that the international community is obliged to perform in full respect for human rights.

Foundry Casati observes the existing legal rules on the defence of human and child rights (below 'human rights') in accordance with the fundamental universal principles.

We therefore do not tolerate any kind of exploitation of child labour, forced or compulsory, and any form of human trafficking and modern slavery. This is valid not only within our company but also for business partners.

Economic trades between non-EU countries under export control are subject to bans, restrictions, authorisations and other control measures. Export control provisions are not only about goods, but also about technology and software.

This includes, in addition to actual exports, temporary exports, such as when carrying items or technical parts on business trips, as well as technical content managed by email or cloud.

Regardless of the existence of a supply, business dealings with persons or companies whose names are listed on the embargo's lists are normally prohibited.

Foundry Casati therefore strives to comply with all the rules governing the import and export of goods, services and information.

Process Owners must then:

- 1) lead in the example;
- 2) Ensure that teams know and follow code and other policies;
- 3) Beware of any violations of the law or policies;
- 4) ensure that employees can feel free to report problems and concerns;
- 5) properly handle reports and send them to higher levels as required.

Foundry Casati S.p.A. is committed to promoting a respectful working environment.

Teamwork and respect are core values in Foundry Casati S.p.A.

We all contribute to making the company a place where everyone is valued and treated with respect. No one should be excluded or treated badly due to personal characteristics such as age, ethnicity, religious belief, race, gender or sexual orientation. All employees deserve respect and in turn must demonstrate it to employees, customers and business partners.

Everyone must take responsibility and play their role in favour of a positive working environment, respecting and acknowledging the value that everyone adds to work.

Foundry Casati S.p.A. is committed to maintaining an inclusive and diverse culture

The international customer base can be best assisted by a company that incorporates a certain diversity of diverse thinking and backgrounds. Foundry Casati S.p.A. gives importance to the strength that comes from the different experiences and abilities of employees. The commitment is to offer equal opportunities to all and to create a work environment free from any form of discrimination, direct or indirect. All employees must feel valued and respected for their individual contribution and skills.

The certainty of considering it fairly and ethically helps to ensure compliance with the social responsibility of the Foundry Casati.

The primary objective of the social responsibility of Foundry Casati is the environment. In addition to environmental certification, a key step in the management of environmental practice, all steps that can be taken to reduce environmental impacts are considered positive and therefore considered both for company than for society.

Particular attention is paid to mitigating environmental impacts, noise pollution and the protection of biodiversity.

Environmental projects are focused on reducing electricity consumption, which is the most important environmental impact, while improving waste and water management.

Foundry Casati S.p.A. does not discriminate, hires, promotes and rewards employees based on their skills and for the work they do. Anyone in charge of making or making work decisions must be aware of the law in force and avoid making decisions based on age, gender, race or ethnicity, religion, marital status or other factors considered discriminatory.

Foundry Casati S.p.A. does not tolerate any form of harassment or prevarication. Requires you to treat colleagues, supervisors, sellers, customers, and other business partners with respect. All employees should expect respectful behavior in return.

Anyone with information or suspected of prevarication is required to speak about them immediately as stipulated in the "whistle blowing" policy.

Foundry Casati S.p.A. is committed to maintaining a safe working environment, free of threats, intimidation and danger. It is necessary to report any security threat that you become aware of or suspect in, even if you hear someone speaking or threatening acts of violence.

It is necessary to protect the privacy and confidentiality of colleagues.

All staff have the right to demand that the company protect privacy whenever personal information is collected, processed, used or stored. Only employees who have the legitimate "need to know", such as human resources staff, have permission to access personal information. These employees are required to respect privacy and confidentiality by following company procedures and ensuring mandatory security measures.

Foundry Casati S.p.A. is committed to maintaining a safe and healthy working environment.

It protects the health and safety of colleagues.

The aim is to ensure a safe and healthy working environment, in accordance with all existing laws and regulations. Everyone has a responsibility to report any unsafe working conditions and to report any concerns that there are in this area.

Foundry Casati S.p.A. protects company resources and does not use them for personal gain. It also protects them from improper use or theft.

All personnel are responsible for protecting the company's confidential and non-public information, including everything related to employees' contracts, prices, and personal information.

Staff whose work leads to being in contact with confidential information that belongs to others, are required to adequately protect it.

Existing and ongoing proprietary information, including business ideas and intellectual property, is extremely valuable and protecting it means ensuring the company's future success.

Unauthorized or improper use of the intellectual property of the company, customers or business partners can result in serious consequences, such as potential legal liability and a negative impact on the company's reputation. It is mandatory to always behave in a way

that protects proprietary and confidential information and ensure to always have the approval of your rightful owner before sharing it with other parties outside the company. Any questions about the use of certain types of information can be verified with a compliance resource before acting.

The use of the Internet, e-mail, computers, telephones, faxes, tablets and other types of technologies at work must be used for professional purposes, responsibly and with common sense, always in line with our code. All messages that are sent should always be appropriate and discrete, regardless of the device or format you choose to use.

Details of the specification for S.p.A. Casati Casati employees are included in the Company Policy document.

Everyone has a responsibility to protect and keep safe the computers, networks of the company and the electronic devices that are used for work and to follow information protection policies. You must follow all your company's IT practices and policies in this regard. You can't treat conversations as private. In many cases, the company may have the right to monitor employee usage of devices and networks.

The way the company presents itself in the market is critical to success. There are a small number of employees authorized to speak on behalf of the company. Those who are not among them, make sure that the activity on the Internet, social networks, blogs, chats or public forums represents only the personal point of view, and does not give the impression of speaking on behalf of the company. You can make sure this happens by keeping your personal and professional lives separate.

As an organization, Foundry Casati S.p.A. does not fund any political party, does not reimburse these types of funding, and does not press for any kind to push its employees to support specific candidates.

Integrity. All employees have an obligation to behave ethically in line with the laws, regulations and contractual obligations of the work. Everyone has a responsibility to know and understand these obligations and to seek assistance in case of questions or concerns.

Foundry Casati S.p.A. does not offer or accept bribes or bribes to win a contract or influence decisions in the workplace. Observe all anti-corruption regulations and laws.

Foundry Casati S.p.A. avoids conflicts of interest and pays attention to circumstances that might even give the impression of a conflict. Conflicts arise when personal or private interests interfere with the ability to make objective judgments or work tasks. If you think that there is, or may be, a conflict of interest, it is necessary to inform the direct manager according to the planned policy of "wistle blowing" and work with the company to resolve the situation.

If personnel are aware of the wrong situation, it is obliged to report it. If you are unsure about a particular situation, you should ask for clarification.

They do not allow retaliation against anyone who reports a problem or speaks in good faith about ethics or compliance issues.

People who violate the law, company policy, or code may face disciplinary action, including dismissal.

Foundry Casati S.p.A. welcomes all reports and questions asked in good faith. They are assessed in a timely manner, ensuring as much as possible confidentiality. Escalation to the Directorate General for any product safety issues is considered as an important element to ensure that product and process-detrimental situations are corrected, where the Process Owner is not an effective reference.

Management expects employees who report or participate in investigations to provide truthful and unintended information that is misleading or deceptive. As well as other types of misconduct, false reporting could likely result in disciplinary action.

Date:

For vendor acceptance

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