



Code of Conduct for Business Partners of Cavalleretti Stamping Srl

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We, Cavalleretti Stampaggio Srl, and our new affiliate (hereinafter referred to as "Cavalleretti Stampaggio Srl" or "we"), are committed to this global leader in sustainable freight flow and related services. As part of this new commitment, we strive for continuous improvement in promoting sustainable, ethical, and responsible work practices.

Our business partners also integrate the new approval chain. It presents itself as a curated partner based on objective factors such as quality, sustainability, reliability, delivery terms, and price. The goal is to compete and cost effectively in terms of quality, stability, cost control, and innovation.

The actions and business practices of our partners can impact our company and our reputation. We have adopted this Code of Conduct (hereinafter, the "Code") for Cavalleretti Stampaggio Srl's business partners, such as suppliers and third parties, to ensure they understand what we expect from them. A full color link is made without a rigorous legal and etiquette approach—as is the case with a pure referral system—and there is no guarantee.

This Code outlines a broad framework and requires minimum standards from our business partners, in addition to all applicable laws and regulations, encouraging our business partners to set ambitious goals that exceed these requirements. We expect them to do their best to apply the same standards when conducting business with their suppliers and subcontractors. Cooperation is necessary to enhance and avoid any potential negative impact on individuals, society at large, and the environment. on the environment: we and our business partners will have to mitigate such impacts or remedy them, if they occur.

Fundamentally, we are committed to complying with all applicable laws and regulations, and we expect our business partners to do the same. The Code is based on international quality codes, such as the United Nations (UN) Universal Seal of Approval, the International Laboratories (ILO) Principles and Guidelines, and the United Nations Convention against Corruption.

Our clients are primarily multinationals, all of them committed to the United Nations Global Compact and committed to the principles of corporate image and environmental protection, in line with the OECD guidelines.

All business partners of Cavalleretti Stampaggio Srl must abide by this Code and demonstrate compliance with its standards by formally committing to it or by maintaining similar standards in their own code of conduct or company policies. Our goal is to ensure data compliance, the accuracy and completeness of our business partners' data, and the ability to comply with the thorough verification of our business partners' compliance with this Code.

I Person & Society

Human and workers' rights

Respect for human rights, including workers' rights, is integral to how we operate at Cavalleretti Stampaggio Srl.

Equal opportunities and non-discrimination

I have two business partners involved in the work, and the other parties are equally affected. They must maintain an inclusive work environment, without any discrimination based on gender identity, sexual orientation, race, religion, nationality, age, physical ability, or other similar characteristics.

Freely chosen employment

We must ensure that no form of modern slavery—including forced or indentured labor, human trafficking, or other similar abuse—is practiced in our operations or supply chain. Our business partner does not engage in or support any form of exploitation or abuse, including, but not limited to,

Movement restrictions, excessive recruitment costs, confiscation of identity documents, wage deductions, denial of benefits, abusive working conditions, violence, or debt bondage.

Youth work

I have a business partner who uses minor and demanding labor, similar to the conflict, with subcontractors or suppliers using or supporting this type of labor. The minimum work requirement is that required for completing compulsory education, and in no case below the age of 15. Our business partners must implement an appropriate mechanism to verify the age of their employees. I have children up to the age of 18, without having to pay attention to the importance of a safe and secure environment, including night and day travel. The work of the children does not appear to conflict with their school schedule.

Respectful Treatment and No Harassment

I have two business partners who have treated their employees with dignity and respect; they must also ensure that their employees can work in a harassment-free environment. I have no business partners who are always concerned about the type of harassment or abuse their participants experience, whether direct or indirect, physical, mental, sexual, or verbal.

Working conditions

Our business partners will have to ensure that their employees are paid a

Fair compensation and compliance with all applicable labor laws, including those relating to minimum wages, working hours and overtime, adequate breaks and rest periods, sick leave, maternity leave, and annual leave, as well as those relating to mandatory benefits. A workweek must not exceed 60 hours, including overtime. All overtime must be voluntary. These participants also have access to one and two years of free pay. I rely on a contrasting contract, where the terms and conditions are specified in the language from which it is written. I am our business partner and maintain records of the painters' employees.

Right of assembly

I have no business partners who are responsible for directing their partners in all freedoms of association and collective agreements, in accordance with the law and regulatory applicability.

Confidentiality

I have two business partners who use and maintain it personally, in compliance with all applicable data protection laws. This personal data is always processed in a modern, transparent manner, ensuring both high performance and the longest possible use. Our business partners exercise care and diligence and implement adequate and documented security controls, as well as taking the necessary preventive measures to protect the data from unauthorized or unlawful processing and from accidental loss, destruction, alteration, or disclosure.

Responsible approval of minerals

To the extent applicable to all of the trading partner's operations, such trading partner shall adopt a specific policy and exercise due diligence on the sourcing and chain of custody of tantalum, tin, tungsten and gold in the products it manufactures, so as to reasonably ensure that their sourcing is consistent with the Organisation for Economic Co-operation and Development (OECD) Guidelines on Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas, or with that established by a reference due diligence system.

Additionally, we expect business partners to ensure that the approval of all minerals used in batteries (including cobalt, lithium, graphite, or nickel) is free from any human rights violations. Business partners will be required to conduct due diligence on the sourcing and chain of custody of these minerals, and will make their due diligence measures available to us upon request.

Health and Safety

Ensuring a healthy and safe work environment for everyone we interact with is part of our daily work at Cavalleretti Stampaggio Srl.

Work environment

Our business partners must provide their employees with a healthy and safe working environment, in compliance with all applicable laws and regulations. Appropriate information in health and safety materials, forms, and safety instructions must be written in a language understood by workers. Furthermore, our business partners must provide their employees with all necessary safety equipment.

The work environment is improved, including the following: adequate drinking water, clean restrooms, emergency exits, adequate levels of ventilation, lighting and temperature, acceptable levels of noise and dust pollution, and access to all first aid supplies.

Preparedness for all emergencies, rest areas and facilities

Our business partner must have effective safety programs that, at a minimum, cover human safety, the location of hazardous chemical and biological substances, and emergencies such as fires, spills, natural disasters, or pandemics. This includes emergency preparedness, evacuation procedures, emergency response, training and rescue, and adequate non-emergency infrastructure for buildings.

Business partners shall provide their employees with adequate rest areas and facilities.

I am dependent upon business partners not being intoxicated or under the influence of illegal narcotics while working for or on behalf of Cavalleretti Stampaggio Srl.

Health and safety at work

Our business partner must provide its employees with appropriate personal protective equipment and other necessary equipment to ensure workplace safety. Clear procedures must be implemented to identify, manage, prevent, record, and appropriately report occupational injuries and illnesses. They are responsible for promoting awareness of health and safety measures; I depend on this to ensure that safety issues and concerns are resolved. Our business partners must take corrective action to eliminate the root causes of injuries and illnesses. Safeguards can be used in a manner that is relevant, so they can be used in the supervision and control of the relevant emergency system. Hazardous conditions must be reported, and appropriate action must be taken for each situation and to be able to

II Environment

Greenhouse Gas Emissions & Environmental Permits

Cavalleretti Stampaggio Srl focuses on climate control and eliminates greenhouse gas emissions throughout the entire value chain, helping to keep global warming below 1.5 degrees Celsius.

We look for our business partners – in our operations and in our value chain – to monitor, report, establish environmental targets and strive to reduce greenhouse gas emissions.

greenhouse.

All of our business partners also incorporate the environmental impact of their products and services and take action to mitigate negative climate impacts.

Our business partners' goal is to act responsibly, taking the environment into account when making decisions, and decisions are made to ensure long-term environmental protection. Our business partners must make reasonable efforts to protect the environment and minimize the negative impact of their activities and products on the environment. Specifically, our business partners must obtain, maintain, and comply with the necessary environmental licenses and registrations for all their operations, as well as internationally recognized environmental standards.

Upon request by Cavalleretti Stampaggio Srl, suppliers will be required to provide environmental performance data as input for environmental assessments, product life cycle assessments, and/or product declarations and labels.

Prevention of pollution, atmospheric emissions, waste and hazardous substances

Our business partners must adequately monitor, control, and treat wastewater, atmospheric emissions (particulate matter, nitrous oxide, sulfur oxides, etc.), and solid waste generated by their operations. They must also prevent soil and groundwater pollution. Business partners must implement pollution prevention and natural resource use practices, while also striving to conserve water and minimize waste generation. Business partners must ensure quality control and minimize any negative environmental effects that may arise from the storage and handling of chemicals and other hazardous substances.

Our business partners must implement an appropriate approach and system that takes environmental aspects into account. This approach must include, where applicable, the implementation of an adequate environmental management system. I have no business partners who have decided on applicable environmental laws and regulations or Cargotec's requirements regarding the restriction or regulation of specific hazardous substances, including labeling for recycling and waste disposal.

III Governance

Fight against corruption

The company's partner takes commercially applicable laws and regulations into account regarding corruption and all bribes. The business partner does not offer, promise, or give to anyone any form of bribe or inducement—or anything of value—in order to obtain any improper advantage or to improperly reduce anyone in any way.

another way.

The Business Partner shall establish and implement an effective, risk-based and appropriately proportionate anti-corruption program to ensure compliance with all applicable anti-corruption laws and regulations.

Gifts & Hospitality

I am not a business partner - directly or indirectly - who offers, promises, or provides gifts or hospitality to third parties, including any government officials, in order to obtain or retain business or commercial advantage for Cavalleretti Stampaggio Srl.

Business partners must not offer, promise, or give gifts to Cavalleretti Stampaggio Srl employees or representatives, or anyone else, unless the gift is permitted by local law, its value is reasonable, the context is open and transparent, and exclusive when it is customary to do so. Without making an offer, we promise or accept other alternatives for the same amount. Hospitality—such as social events, meals, or entertainment—may be offered where permitted by local law, if the cost is reasonable, if the context is open and transparent, and if there is a legitimate business reason for doing so. Hospitals and gifts are not reliant on their offers, promises, or gifts in negotiations, tenders, or contract awards.

Conflict of interest

Along with our employees at Cavalleretti Stampaggio Srl, our business partners also have the opportunity to interact with each other in conflict, or the impression they give in conflict, with the same possible interest on the part of Cavalleretti Stampaggio Srl.

The business partner will report if a Cavalleretti Stampaggio Srl employee or a family member is engaging in disinterested financial or other activities related to their business. We are seeking a business partner who is also employed by Cavalleretti Stampaggio Srl—a family member—who holds a management position and is therefore not subject to their financial pressure.

Anti-Money Laundering & Financial Integrity

Our business partners must comply with applicable laws and regulations regarding money laundering and fraud and must firmly oppose all forms of money laundering and fraud.

The business partner shall properly record and report its transactions in accordance with legal obligations and all good accounting practices.

The business partner shall provide Cavalleretti Stampaggio Srl, accurately and honestly, with information regarding commercial transactions involving Cavalleretti Stampaggio Srl.

The business partner shall take reasonable measures to prevent and detect any illegal form of payment and prevent its financial transactions from being used by others to launder money or finance terrorism.

Sanctions and Trade Compliance

If the business partner—or any of its owners, directors, officers, or any affiliate or other person acting on the company's behalf—becomes subject to trade sanctions, they must report this to Cavalleretti Stampaggio Srl without delay.

The business partner must notify Cavalleretti Stampaggio Srl of any products, services, software, or technologies it provides to Cavalleretti Stampaggio Srl that are subject to export controls or licensing requirements. The business partner is responsible for Cavalleretti Stampaggio Srl, including the documentation, certification, and information provided by Cavalleretti Stampaggio Srl relating to all production, exports, and sales and services of Cavalleretti Stampaggio Srl.

Fair competition

The business partner is committed to competing fairly and in compliance with all applicable competition laws and regulations. The business partner is not involved in collusive bidding, cartels, price discrimination, illegal market share sharing, or other unfair business practices.

Information Privacy and Intellectual Property Management (Resources)

Our business partners have the right to protect the preserved information from unauthorized access, disclosure and improper use, arising solely from respect for the preserved information and the intellectual property rights of Cavalleretti Stampaggio Srl and others.

Reporting and recovery mechanism

Our business partner also implements a reporting procedure that

Provide their employees and all other stakeholders with the opportunity to raise concerns and ensure they have the appropriate procedures in place to handle such incidents. Our business partners will be committed to correcting any non-compliance with this Code.

Monitoring and auditing

The Business Partner shall effectively monitor compliance with this Code within its organization, as well as ensure that its personnel are aware of the standards and principles set forth in this Code.

The Business Partner shall incorporate the principles and requirements of this Code into all agreements with its suppliers and business partners (hereinafter referred to as “sub-suppliers”). If Venisse's business partner becomes aware of a subcontractor's non-compliance, the business partner must promptly report this to Cavalleretti Stampaggio Srl. The business partner must effectively monitor its subcontractors' activities for compliance with the principles and requirements of this Code.

Cavalleretti Stampaggio Srl—and/or its authorized third-party auditor—will have the right to monitor and evaluate the business partner's compliance with this Code by taking measures such as conducting self-assessments and/or on-site audits at any time, while maintaining appropriate backup measures. The audit may include conducting interviews with randomly selected personnel at the business partner's premises and/or at other locations where work is performed on the business partner's behalf. The business partner shall cooperate with and facilitate such monitoring, as well as respond promptly to reasonable requests for information and/or access to property and/or personnel.

The business partner shall provide the information provided by Cavalleretti Stampaggio Srl regarding the partner's compliance with this Code.

Corrective Actions & Material Violations

The business partner shall take necessary and appropriate measures to address any potential non-compliance with this Code identified during an audit. Cavalleretti Stampaggio Srl and its business partner shall mutually agree on the measures to be implemented and the timing of corrective actions.

In the event of a violation of this Code, Cavalleretti Stampaggio Srl may, if it deems appropriate, initiate a formal discussion with the business partner to determine the measures the business partner should take to address such material violation. Without prejudice to this option, Cavalleretti Stampaggio Srl shall have the right, at its sole discretion, to terminate any and/or all existing agreements between Cavalleretti Stampaggio Srl and the business partner, or, if applicable, any purchase orders pursuant to such agreements, upon 14 calendar days' written notice.

A material breach is defined as a lack of conformity that persists and/or a lack of compliance for which the business partner does not take corrective action, despite the richest steps of Cavalleretti Stampaggio Srl to the partner itself

to remedy it within a defined period of time.

Violin Reporting and Compliance Issues

Any violation of the standards or principles of stability in this Code will be promptly reported to Cavalleretti Stampaggio Srl. Violins must be shipped by contacting Cavalleretti Stampaggio Srl.

Respect for Fundamental Human Rights

The Company is committed to conducting its operations in full respect of internationally recognized human rights (as set forth in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights). This commitment applies to both new operations, supply chain and commercial relationships.

Rights of Minorities and Indigenous Peoples

The company recognizes the special rights of protection and self-determination of indigenous peoples and ethnic, religious, and linguistic minorities, as established by relevant international law.

- Consultation and Consent: Before undertaking projects or activities that may impact on their territories, resources or lifestyles, the Company undertakes to consult the affected communities in good faith and to seek their Free, Prior and Informed Consent (FPIC).
- Valorization
- Cultural: The Company respects traditions, culture, traditional knowledge and places of cultural or spiritual importance of communities.

Land, Forest and Water Rights

Access to and use of natural resources comes from the land, forest, and water that are so important to the subsistence and identity of local communities and indigenous peoples.

- Land Acquisition: The procedure for acquiring or using land must be transparent, legal and duly documented. They must provide for fair and prompt compensation, or, where appropriate, agreed-upon non-monetary compensation mechanisms.
- Water and Forest Resources Management: The use of water and forest resources by the Company must not compromise essential and sustainable access to these resources by local communities.
- Forced Evictions: It is strictly prohibited to take part in, or benefit from, forced evictions or unlawful expropriations. Any transfer of the person to the community should occur only on an extremely proportionate basis, in full compliance with the law, with adequate notice and compensation, and ensuring the safety and well-being of the people involved.

Use of force for security reasons (private and public)

Recognizing that interaction with security forces can pose a significant risk to human rights, the Company comments as follows:

- **Guiding Principles:** The Company will follow the Voluntary Principles on Security and Human Rights (VPSHR) to guide interactions with security forces.
- **Private Security Forces:** The private security guards employed directly or
 - Regardless of Devon's power, there is also the risk of consequences, all of which are proportionate to the force and prevention of abuse. In the event of confirmed violations, the company will take immediate action, including termination of contracts.
 - **Forces of Public Safety:** If the Company requests assistance from public security forces (police, military), it will ensure that such support is provided in accordance with the law and that mechanisms are in place to report and address any allegations of abuse by public forces in relation to all of our operations. The Company will neither request nor accept unlawful or repressive actions by public security forces to protect our assets.