

SUPPLIER CODE OF CONDUCT

ARKIMEDIA SRL

Approved by the Board of Directors

TABLE OF CONTENTS

• INTRODUCTION	page 03
• LABOUR AND HUMAN RIGHTS	page 03
• ETHICS	page 04
• ENVIRONMENTAL PROTECTION	page 04
• REPORTING VIOLATIONS	page 05
• MONITORING AND CORRECTIVE ACTIONS	page 06

INTRODUCTION

Arkimedia srl is a company that operates in accordance with its Code of Ethics and follows the guiding principles outlined in the ISO14001:2015 and ISO45001:2018 standards.

Arkimedia's primary objectives include designing, producing, selling, and distributing high-quality products. Simultaneously, the company promotes and disseminates behaviours that support sustainable development, encourages understanding and respect for diversity, and cultivates a culture of integrity within its organisation. Arkimedia requires its suppliers, who are essential for its development, to embrace similar principles concerning human rights, workplace health and safety, environmental protection, anti-corruption measures, and to extend these principles throughout the supply chain.

LABOUR AND HUMAN RIGHTS

- Suppliers must not employ child labour. Under no circumstances should they employ personnel under the age of 15, unless these individuals are part of a government-authorised vocational, training, or apprenticeship programme that clearly benefits them.
- Suppliers must not engage in any form of forced labour. They must not tolerate disciplinary practices involving physical violence and must oppose any form of human trafficking.
- Suppliers shall recognise, respect, and fully guarantee the right to work and free association of their employees in all establishments. They shall work constructively with their employees, or any organisation representing them, promoting their best interests. They shall seek to create opportunities for employees' concerns to be heard and shall implement collective bargaining where regulations and social systems allow.
- Suppliers must not tolerate any form of harassment and/or discrimination based on gender, race, colour, religious belief, age, ethnic origin, national origin, marital status, pregnancy, disability, sexual orientation, or any other personal condition. They should recognise and promote the positive value of diversity.
- Suppliers must provide all their employees with a safe and healthy working environment that meets or exceeds applicable occupational health and safety standards.
- Suppliers must comply with applicable working time regulations.
- Remuneration and allowances must be paid in accordance with the regulations in force to maximise the material well-being of their employees.

ETHICS

- Suppliers must operate with transparency and integrity, adhering to anti-corruption regulations in all countries where they operate. Any form of corruption, incitement to commit bribery, extortion, and embezzlement is strictly prohibited. Suppliers must not offer, promise, pay, demand directly or indirectly money (including bribes and/or facilitation payments) or other benefits to gain an undue advantage, whether such an advantage is offered directly or through an intermediary.
- Fair competition is a fundamental prerequisite for achieving business success, positive financial performance, and the creation of shareholder value. Suppliers must act in accordance with competition, antitrust, and trade regulations applicable in each country in which they operate. All forms of agreements that violate competition are strictly prohibited, as are business practices that violate antitrust regulations.
- Suppliers must firmly oppose all forms of money laundering and implement measures to ensure the traceability of every economic and financial transaction. This enables the identification of the origin of assets and/or funds in each business transaction, preventing their use by third parties for money laundering.
- Suppliers must respect the intellectual property rights of third parties and safeguard the information and personal data of their customers.
- The adoption of a Code of Conduct and periodic monitoring of its application is strongly recommended.

ENVIRONMENTAL PROTECTION

To minimise the environmental impact of Arkimedia's production chain activities and associated products, all suppliers must:

- Commit to optimising the use of natural resources, reducing emissions harmful to the environment, and mitigating gases contributing to the greenhouse effect.
- Design, use, and/or propose products and processes that consider environmental impacts.
- Properly manage waste treatment and disposal in compliance with current regulations.
- Avoid the use of prohibited substances and handle potentially hazardous substances in accordance with applicable regulations.
- Implement optimised logistics that minimise environmental impacts.

REPORTING VIOLATIONS

Suppliers are obliged to report to Arkimedia any violations of the Code of Ethics committed by Arkimedia employees and/or their own employees. Arkimedia ensures the confidentiality of the identities of individuals making reports in good faith and/or those refusing to carry out or take any action that violates this Code of Conduct for Suppliers. Suppliers are also responsible for retaining the documentation and/or information necessary to substantiate such reports. Arkimedia also reserves the right to verify this documentation when deemed necessary.

MONITORING AND CORRECTIVE ACTIONS

Arkimedia reserves the right to conduct audits, carried out by Arkimedia personnel and/or third parties with prior notice, on matters covered by this Code of Conduct.

In the event that the Supplier violates the principles of the Code of Conduct for Suppliers or if non-compliance is identified without the development and implementation of the envisaged improvement plans, Arkimedia reserves the right to prudently suspend and/or terminate any business relationship with immediate effect, and to take action for the compensation for any loss, damage, expenses, or other incurred costs arising from any breach and/or conduct by the Supplier.

THE BOARD OF DIRECTORS