

Dear Valued Supplier,

Lumson S.p.A. (hereinafter referred to as Lumson) is committed to conduct its business activities in full compliance with applicable laws and to be guided by integrity and honesty. This commitment establishes certain not-negotiable standards that Lumson asks to all its suppliers, their employees and subcontractors to respect and to adhere to when conducting business.

By acceptance of the following Lumson Code of Conduct, the Supplier commits that all existing and future agreements and business relationship with our Company will be subject to the provisions contained herein.

### **Social Commitment**

Lumson is committed to conducting its business in accordance with the highest ethical standards and in compliance with all applicable laws and regulations in the countries where Lumson does business. Lumson aims to meet requirements of applicable environment, health and safety laws and regulations.

### **Exploitation of child labour**

Lumson must not employ child labour. The term child means any person employed under the minimum age that the country law permits.

The use of child labour by the supplier is strictly prohibited.

### **Hard labour and disciplinary measures**

Lumson must not use forced or compulsory labour of any kind. Any supplier practising coercive methods with the labour force (for instance: documents' withdrawal, threats and moral blackmail) will be excluded from Lumson's suppliers list.

Workers are free to leave their employers after reasonable notice under the local law.

### **Training**

All workers are meant to receive the necessary information, training and practice before they are assigned to any particular potentially dangerous job for inexperienced workers' health and safety.

### **Health and safety**

Lumson provide employees with clean, safe and healthy housing conditions. Work areas must be of a standard to prevent accidents and illnesses.

### **Freedom of association and bargaining**

Lumson guarantee their employees the right of Freedom of association and bargaining in complying with all local laws.

### **Discrimination**

Lumson adopts and enforces a policy of non-discrimination with regards to hiring, remuneration, promotion or termination. Any employment decisions must not be based on personal characteristics such as gender identity and expression, religion, race, political beliefs, age, national origin, sexual orientation, marital, disability or any other characteristic protected by law.

**Human rights**

Lumson treats all employees with dignity and respect. The company does not tolerate mental or physical coercion, psychological or sexual abuse or misconduct.

**Working hours**

Lumson must ensure that all its employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked. Employees must not be forced to work overtime and all overtime will be paid in accordance with legal wages rates.

**Remuneration**

Lumson must pay their employees the legal minimum wage and benefits that comply with applicable laws and binding collective agreements, including those pertaining to overtime work and other premium pay arrangements.

**Ethical Practices and Anti- Corruption Policy**

All Lumson suppliers and their officers, directors, and employees must adhere to the highest standards of business ethical conduct. Lumson has a zero tolerance policy for corruption or bribery.

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Lumson reserves the right to verify the Supplier's compliance with the Code of Conduct. Lumson reserves the right to terminate an agreement with any supplier who does not comply with the Code of Conduct.

Sincerely,

Matteo Moretti  
President  
Lumson S.p.A



For acceptance,

Company Name:.....

Signature/Stamp:.....

Name and Title:.....

Date:.....