



Suppliers Code of Conduct



Overview

This code of conduct applies to all businesses that provide products or services to STOPSON ITALIANA and its subsidiaries, joint ventures, divisions or affiliates. STOPSON ITALIANA requires suppliers and their employees to commit to this code of conduct as a condition of doing business.

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Child labor

STOPSON ITALIANA is opposed to the use of any form of child labor or practices that inhibit the development of children. Suppliers must comply with all child labor laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

Forced or involuntary labor

Suppliers must not participate in human trafficking; use forced, involuntary or slave labor; or purchase materials or services from companies using forced, involuntary or slave labor. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.

Compensation and working hours

Suppliers must comply with the applicable wage and hour labor laws and regulations governing employee compensation and working hours. Suppliers should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

Diversity and equality

Suppliers should aim to provide equality of opportunity and treatment regardless of race, color, gender, religion, nationality, sexual orientation, age or disability. Suppliers are expected to support equal pay for work of equal value. Suppliers must oppose discrimination or intimidation towards employees including all forms or threats of physical or psychological abuse. In addition, suppliers must provide an environment that allows employees to raise concerns without fear of retaliation. Where it is allowed by law, suppliers should have a system that allows employees to anonymously report their concerns.

Ethical Dealings

Gifts and gratuities

Suppliers to STOPSON ITALIANA must not offer gifts or favors to STOPSON ITALIANA employees that may be seen as an attempt to influence business decisions. All suppliers must conduct their business to a high ethical standard and comply with relevant legislation on bribery, corruption and prohibited business practice.

Improper payments

Bribes, kickbacks and similar payments are strictly prohibited. This ban applies even when local laws may permit such activity. Employees, suppliers and agents acting on behalf of STOPSON ITALIANA are strictly prohibited from accepting such considerations under any circumstances.

Materials obtained through illegal and unethical ways

Suppliers shall evaluate the origin or source of their materials throughout their supply chains to verify that they have not been obtained through any illegal or unethical ways. (e.g., materials obtained from mining in the Democratic Republic of Congo or an adjoining country, fibres obtained from logging in high conservation value forest areas or prohibited areas.)

Health & safety

STOPSON ITALIANA Suppliers will make proper provision for the health, safety and welfare of their people, visitors and contractors and those in the community who may be affected by their activities. A safe and hygienic working environment should be provided and best occupational health and safety practice promoted, bearing in mind the prevailing knowledge of the industry, and of any specific hazards. Suppliers will care for the environment through a commitment to good environmental practices. They are expected to implement an appropriate environmental management system comparable with the requirements of ISO 14001 and are encouraged to gain third party certification.

Environment

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers and employees. They must ensure their operations comply with all laws related to air emissions, water discharges, toxic disturbances and hazardous waste disposal. Suppliers must maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with laws and regulations. Suppliers may be required to validate this origin.

Proprietary information

Any information that suppliers receive through business dealings with STOPSON ITALIANA must be kept confidential and never used for personal gain. This includes both commercial and technical information. Appropriate non-disclosure confidentiality agreements are and will continue to be used to formalize the process of protecting proprietary information. Refer to the STOPSON ITALIANA terms of business between our respective organizations or existing non-disclosure agreements for details on obligations relating proprietary and confidential agreements. Suppliers may not use the STOPSON ITALIANA trademark, images or other materials to which STOPSON ITALIANA owns the copyright, unless explicitly authorized.

Supplier management system

Suppliers are expected to have a management system that ensures they comply with applicable laws, regulations and STOPSON ITALIANA policies; conform to this Supplier Code of Conduct; and

identify and reduce operational risks related to this code. The system should also promote continuous improvement and compliance with changing laws and regulations.

Communication

Suppliers are expected to assist STOPSON ITALIANA in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees and suppliers. Any supplier may direct questions or comments about this Code of Conduct to his/her regional Supply Chain Manager.

Note: Violations of the STOPSON ITALIANA Supplier Code of Conduct should be reported confidentially to the STOPSON ITALIANA Commercial Director.

Undersignement
