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CODE OF CONDUCT

## INTRODUCTION

With **inclusivity, equality, and transparency** at the core of Bellandi S.p.a., we take pride in our familiar working environment. With skilled, loyal workers who have been with us for years, we constantly work to ensure the safety and wellbeing of everyone working with us.

We have an almost **equal** workforce between the genders and work constantly to guarantee a workplace free of any type of gender discrimination. The same applies to all races, ages, and sexual orientations, **at Bellandi everyone is equally important.**

This code of conduct brings together the fundamental values of Bellandi s.p.a, and outlines our shared commitments and values considered when carrying out our day-to-day professional activities.

This document, code of conduct, outlines the responsibilities of employees.

## COMPLIANCE & RESPONSIBILITY

We believe that great performance comes from great employees - and we perform both. Responsibility and compliance aligns with Bellandi's mindset, and we try to promote responsibility throughout all parts of our production. Therefore, we try to communicate our values and principles to our employees often so that a genuine and collective mindset is employed from top management to all streams of activity within the company.

## ETHICS

Social and ethical frameworks within Bellandi also includes compliance with the national and international law, with respect to social and environmental responsibility.

Bellandi s.p.a is committed to protect the environment; earning the trust of its clients and consumers; and acting with commitment to integrity in the conduct of business.

Bellandi's core values includes, but are not limited to:

Loyalty; trust

Flexibility

Involvement; low power distance and inclusive workforce

Personal development and growth

Safe, enjoyable, and thoughtful workplace