

Supplier Code of Conduct

*Rev.0 of 11.07.24 Jodovit S.r.l.
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COMMITMENT

Jodovit S.r.l. recognises that its supply chain activities may have social and environmental impacts. Our responsibility therefore extends beyond our operations to the supply chain.

We are committed to socially and environmentally responsible purchasing and have set standards so that our customers and partners can rely on us.

Our business mentality requires us to work with suppliers who consistently meet our standards and specifications and who are committed to values of conduct compatible with our own.

This commitment is reflected in our Supplier Code of Conduct, which sets out the minimum standards of behaviour we require of our suppliers.

We ask our suppliers not only to comply with the Code, but to make every reasonable effort to exceed it and to promote continuous improvement in all their activities.

The United Nations Sustainable Development Goals (SDGs) call on the private sector to address some of the world's most pressing development problems. As part of a broader ethical procurement framework, our Supplier Code of Conduct is one of the ways in which *Jodovit S.r.l.* aligns with the SDGs.

APPLICATION AND RECEPTION

The Code is applicable to all suppliers and business partners, who are in turn required to pass on these requirements to their own supply chain.

Sustainability and compliance with this Code of Conduct for suppliers are part of the criteria that *Jodovit S.r.l.* uses when selecting and evaluating suppliers.

In the event of a violation of this Code of Conduct, *Jodovit S.r.l.* will determine corrective actions with the supplier who committed the violation, which may include the termination of the business relationship.

GOVERNANCE AND ETHICS

Jodovit S.r.l. conducts its business according to the highest standards of ethical behaviour and in compliance with all applicable laws and regulations and expects its business partners to do the same.

1. Compliance

- Suppliers must comply with all applicable local laws and regulations in all countries where they operate.

2. Information Management, Transparency and Disclosure System

- Suppliers shall report any problems with the application of laws or this Code, and implement corrective actions to prevent violations.
- Suppliers shall maintain information and guidance on business, labour, health, safety and environmental practices.
- Suppliers shall make available financial statements in accordance with local accounting standards and laws.

3. Corporate integrity, anti-corruption and anti-bribery policy

- Suppliers shall not directly or indirectly engage in any bribery, kickbacks, extortion, corruption or similar prohibited business practices.
- Suppliers must establish policies prohibiting such practices and must train employees and subcontractors.
- In particular, these policies must provide for employees to report misconduct without fear of retaliation.
- Suppliers shall be able to provide evidence of compliance with this section.

4. No improper advantage

- Suppliers shall not offer or accept bribes or other means to obtain undue or improper advantage.
- Any business courtesies (meals, business gifts and entertainment) must be of reasonable value and frequent in accordance with local business practices.

5. Conflict of interest

- Suppliers shall avoid any situation in which an employee of the supplier has privileged information or relationship with an employee of **Jodovit S.r.l.** that may influence or make decisions in favour of the supplier's business. Such situations shall be disclosed by the supplier.

6. Fair business and competition

- The supplier refrains from collusive bidding, price discrimination or other unfair business practices in violation of fair competition or antitrust laws in force in the jurisdictions in which it operates.

7. Intellectual property and confidential information

- The supplier respects the intellectual property rights of others.
- The supplier takes appropriate measures to safeguard **Jodovit S.r.l.**'s confidential and proprietary information.

8. Data Protection

- Suppliers shall ensure compliance with data protection laws and in particular with the General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679), where applicable.

9. Responsible sourcing and conflict minerals

- Suppliers must perform due diligence on the sourcing of materials and disclose the steps taken to ensure that there are no conflicts with applicable laws or this Code.

- Suppliers sourcing raw materials such as tantalum, tin, tungsten and gold (known as 'conflict minerals') must ensure that such trade does not directly or indirectly fund or benefit armed groups guilty of gross human rights violations.

LABOUR AND HUMAN RIGHTS, HEALTH AND SAFETY

Jodovit S.r.l. is committed to upholding human and labour rights and to treating workers with dignity and respect, ensuring adequate health and safety conditions. We ask our suppliers to respect these values.

1. Prevention of child and youth labour

- Child labour shall not be used at any level of the supply chain, in accordance with the International Labour Organisation Convention.
- Young workers, under the age of 18, shall not perform work that may endanger their health or safety or interfere with their education.

2. Human and anti-harassment treatment

- Harsh or inhuman treatment, including sexual harassment and abuse, corporal punishment, mental or physical coercion or verbal abuse of workers is not permitted.

3. Anti-discrimination

- Suppliers shall not discriminate against any worker on the basis of age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation or trade union membership.
- The same applies to recruitment, remuneration, promotion or dismissal.

4. Voluntary employment

- Suppliers shall not use forced, bonded (including debt bondage) or indentured labour or involuntary prison labour.
- Suppliers shall not be complicit in any form of slavery or human trafficking.

5. Working hours, salaries and benefits

- Suppliers shall comply with all applicable laws on working hours, wages and benefits.
- Overtime will be compensated according to the applicable rates.

6. Freedom of association and collective bargaining

- Suppliers must respect the right of workers to freely associate and communicate with management regarding working conditions without fear of harassment, intimidation, sanctions or repercussions.

7. Health and Safety

- Suppliers shall ensure a safe and healthy working environment by assessing and managing occupational health and safety risks.
- Suppliers shall establish emergency plans, response procedures and corrective actions.
- Suppliers shall provide workers with appropriate training on personal protective equipment.
- Suppliers shall comply with the European REACH regulation.

ENVIRONMENT

Jodovit S.r.l. is committed to environmental protection and wants its suppliers to do the same.

1. Management System

- Suppliers must have systems in place to ensure safe management of waste, air emissions and waste water discharges.

2. Environmental authorisations and reports

- All required environmental permits and registrations must be obtained, maintained and updated in accordance with operational and reporting requirements.

3. Reduction of resources

- Suppliers are committed to the efficient use of resources and to ensuring that waste is reduced or eliminated at source or through practices such as conservation, recycling and reuse of materials.

4. Greenhouse gas emissions and energy consumption

- Suppliers must seek cost-effective ways to improve energy efficiency and minimise energy consumption and greenhouse gas emissions.

5. Waste Management

- Suppliers must identify all potential waste streams and ensure that processes are in place to manage them in line with the waste hierarchy and all applicable regulations.

6. Waste water generated by operations

- Industrial processes and sanitary facilities must be classified, monitored, controlled and treated as required, prior to discharge or disposal.

7. Hazardous materials, chemicals and other materials that present a hazard

- Suppliers shall avoid causing damage and/or negative environmental impacts through their activities.
- If released into the environment, these products shall be identified and managed to ensure their safe handling, movement, storage, use, recycling, reuse and disposal.
- Suppliers must regularly review the use of hazardous substances and replace them with less hazardous alternatives, where reasonably possible.

8. Product content restrictions

- Suppliers shall comply with all applicable laws and regulations and customer requirements regarding the prohibition or restriction of specific substances, including labelling for recycling and disposal.

Jodovit S.r.l.
Via Lombardia, 9 21015 Lonate Pozzolo (VA) - ITALIA
Tel. +39 0331 301086
E-mail mail@jodovit.com
P.IVA 08649520155
Iscrizione R.E.A.: 1242261
Reg. Imp. MI.: 264/315/6928/1510