



SUPPLIER CODE OF CONDUCT

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Introduction

Guerra spa considers the relevance of activities carried out in the areas of ESG (Environmental, Social and Governance) and intends to share its values throughout the supply chain, through the dissemination of the principles and values contained in this document.

With the goal of engaging the Suppliers of Guerra Spa on issues of vital importance to the company, the Supplier Code of Conduct (hereinafter also the "Code" or "Document").

Scope of application

The Code applies to all Suppliers of goods and/or services, including subcontractors, to contractors and business partners, identified below as "Suppliers," who have a commercial and/or contractual relationship with Guerra Spa. Suppliers are required to share the contents of this Document with their collaborators, promoting virtuous behavior in line with this Code, promoting compliance at all levels of the supply chain so as to multiply the impact of our virtuous practices and ensure compliance with principles of sustainability. By signing the supply agreement, the Supplier also commits to compliance with the contents of the Code. Violation of the Code constitutes grounds for termination of the supply agreement.

Reference standards and norms

Suppliers must comply with the standards and regulations enforceable in Italy and in the country in which they operate.

Suppliers of food products, in particular, must ensure compliance with the indispensable quality and food safety requirements, such as but not limited to transparency, spread of environmentally sustainable products, proper labeling and consumer information, food safety and wholesomeness, high standards quality, etc.

This Document is inspired by the values and principles described within the Code of Ethics and Conduct, the Policies issued on ESG matters, and the main standards issued by relevant international organizations, including:

- Art 9 of the Italian Constitution;
- Global Compact (UN, 2004);
- Universal Declaration of Human Rights (UN, 1948);
- United Nations Guiding Principles on Business and Human Rights (UN, 2011);
- Fundamental Conventions issued by the ILO (International Labour Organization);
- Agenda 2030 (UN, 2015) consisting of the 17 Sustainable Development Goals (SDGs);
- Paris Climate Agreement (2015);
- Earth Charter (ECI - Earth Charter International, 2000);
- European Green Deal (EC, 2020);
- The Consumer Goods Forum and Global Food Security Initiative (GFSI);
- Guidelines on Consumer Protection (UN, 1985);
- Brambell Report (1965) and Farm Animal Welfare Committee (FAWC, 1979) related to the animal welfare.

The following are the main commitments that the Suppliers of Guerra spa must fulfill in the areas of ESG.

E (ENVIRONMENTAL) Environmental protection

With a view to the protection of biodiversity and custodianship of the environment, Suppliers are required to operate responsibly in compliance with relevant standards and requirements relevant issues, minimizing the environmental impact from their activities, optimizing the use of natural and energy resources, adopting efficient facilities and engaging in research and development, integrating the principles of environmental sustainability within its own supply chain.

To this end, all Suppliers commit to:

- Rationalize the management of energy resources by encouraging their saving and favoring, when possible, renewable sources
- Support innovation aimed at offering improved products and services with less environmental impact
- Comply with current environmental regulations and requirements
- Moderate the use of water resources by favoring their recovery
- Optimize waste management and disposal, favoring the principle of circularity by preferring reuse and recovery, through strict compliance with the relevant regulations
- Contain and progressively reduce emissions of contaminants that impact on air, water and soil as well as emissions of CO₂ and other greenhouse gases, Monitoring and reducing energy consumption
- Maintaining contingency plans to prevent, mitigate and control serious damage environmental and health damage that could result from the activity performed
- Promote circular economy principles by preferring the use of a Packaging Sustainable, which minimizes the environmental impact from its packaging, through, for example, choosing materials that are recyclable, recycled, compostable or sourced from renewable sources.

S (SOCIAL) RESPECT FOR HUMAN RIGHTS AND DECENT WORKING CONDITIONS

The supplier recognizes in employees a fundamental role in its business. It strives to provide and maintain a safe and healthy working environment for all employees by respecting the human rights set forth in the Universal Declaration of Human Rights of the United Nations and in the fundamental Conventions of the International International Labor Organization (ILO), prohibiting any form of abuse or violation of human rights.

All Suppliers commit to:

- Promote sustainable agriculture and farming practices that conserve biodiversity, ensuring that business activities and production processes do not Adversely impact forests and other lands with high carbon stock and/or high conservation value or other protected areas.
- Promoting and respecting universally recognized human rights within their respective spheres of influence
- Ensure gender equality, equal opportunity and the absence of discrimination
- Condemning any form of discrimination against workers on the grounds of origin social or ethnic origins, religion, gender, sexual orientation, age or any other condition that may give rise to discrimination or prevarication, as well as any form of arassment or inappropriate or disrespectful behavior in the workplace.
- Do not use or support or condone the use of mental or physical coercion, corporal punishment or verbal abuse; on the contrary, Suppliers undertake to treat all personnel with respect and esteem, prohibiting any attitude that is offensive intimidating, exploitative or coercive (including gestures, verbal abuse or physical harassment) in the workplace.
- Ensure equal opportunity and treat all employees with fairness, dignity and respect throughout all stages of the contractual relationship by ensuring, therefore, a process of selection, recruitment and remuneration inclusive and non-discriminatory.
- Encourage the development of a corporate culture regarding health and safety at the workplace, through awareness programs to workers, providing for specific initiatives and collaboration with expert partners on these issues.
- Ensure a safe and healthy workplace, take appropriate measures to prevent accidents and damage to health by minimizing the causes of danger attributable to the work environment and comply with all the provisions of current regulations on occupational Health and Safety;
- Respect the dignity, privacy, and labor, social, political, financial, and cultural rights of each individual;
- Prohibit attitudes, gestures, demonstrations that may constitute intimidation, exploitation or abuse;
- Not allow or support the use of child or forced labor;
- Comply with laws and regulations on freedom of association and the right to collective bargaining, guaranteeing trade union freedoms, including through a responsible and constructive dialogue with labor protection organizations,

thereby fostering a climate of mutual respect consistent with the principles of honesty, transparency and protection of rights.

- Not discriminate in hiring, remuneration, access to training, promotion, dismissal or retirement, on the basis of ethnicity, class, national origin, faith, infirmity, sex, sexual orientation, union membership or political preference;
- Comply with the working hours required by applicable laws and collective bargaining;
- Honor the relevant collective bargaining agreement (CCNL) also relative to the salary treatment recognized. Workers must have legally valid contracts. All Suppliers must establish recognized labor relations with their personnel in accordance with applicable national laws and good practices, removing any obstacle that prevents workers from enjoying their legal and contractual rights. Suppliers must act in compliance with applicable laws and industry standards on labor hours, providing adequate rest periods and protecting employees from all forms of involuntary overtime work; if necessary to respond to a market demand in the short term, employees may be required to adapt to this situation, respecting, however, the limits provided for by law and remunerating such work with a premium.
- Ensure training for the development of skills and abilities of all workers also on the adoption of safe behavior and compliance with the regulations on occupational health and safety.
- Develop compensation plans inspired by the principle of meritocracy and that take into account the personal and family needs of employees, in relation also to the local context.
- Assess health and safety risks in the workplace with the aim of prevent and manage them, identifying and using appropriate preventive and individual and collective protection.
- Acting in compliance with current regulations on health and safety in the workplace by committing to provide its workers with a working environment that is healthy and safe.

G (GOVERNANCE) FAIR AND ETHICAL BUSINESS PRACTICES

Guerra spa's Code of Ethics thus defines the lines of conduct to which the following is guided corporate activities and the management of external relations, identifying as fundamental the following principles and asking its suppliers to commit to:

- Comply with current national and international regulations
- Combat all forms of corruption and comply with the Policy. Guerra Spa will not tolerate any form of fraud, corruption, fraud, embezzlement and money laundering.
- Operate in full compliance with legality, with transparency, integrity and fairness.
- Refrain from offering or receiving money or other benefits, with the purpose of obtaining an illicit advantage of their own or towards other potential suppliers.
- Prevent conflict of interest In order to build sound business relationships with Guerra Spa, Suppliers should avoid all behavior that could preclude trust.
- To treat personal data and information acquired in the course of the contractual relationship with Guerra Spa in full compliance with data protection laws and privacy.
- Treat information learned as strictly confidential and not disclose it with persons not authorized to process such information.
- Prepare organizational and technological measures aimed at ensuring high standards of information security to ensure the confidentiality of the information and data shared.
- Assess and manage the impact on communities resulting from its activities by encouraging, as far as possible, sourcing also from local suppliers by promoting their development and providing appropriate economic conditions with the aim of promoting positive and long-term collaborations with the communities in which it operates.
- To conduct its business in line with the principles of free competition and fairness and to refrain from any deceptive or illegal market practices, avoiding any anti-competitive behavior.

SIGNAL CONTROL SYSTEM

All Suppliers and collaborators are required to report cases of evidence of non compliance with the following code.

Reporting may be done anonymously in one of two ways:

- through the Whistleblowing channel accessible at: www.guerra.it
- through a letter in a sealed envelope at the address via di Via di Valle Caia, 39 - 00071 Pomezia (Rm) - ITALY to the attention of Management.

Guerra Spa undertakes to analyze the report received, ensuring the confidentiality of the identity of the reporter, without prejudice to legal obligations.

SELECTION , EVALUATION AND MONITORING OF SUPPLIERS

This code becomes an integral part of agreements with Suppliers of Guerra spa and the signing of the same is binding for Guerra spa's qualification to supply. During the period in which there are existing contracts for the supply of goods or services to Guerra spa the supplier must commit to comply with what is said in this code and report any discrepancies that pose a risk to Guerra spa.

MONITORING, INSPECTIONS AND CORRECTIVE ACTIONS

Compliance with the principles set forth within the Code may be verified by the Guerra spa or appointed third party entity, by means of on-site audits, interviews with operators or request for evidence of documents. Guerra spa requests the cooperation of its Suppliers during these audits. In the event that any non-compliance declared by Suppliers or ascertained by Guerra spa in the Supplier's non-compliance with the Code, Guerra spa may require Suppliers to plan and/or implement the necessary corrective actions. In the event that the proposed orrective actions are not deemed adequate or effective, Guerra spa may exercise its right to terminate the agreement with the Supplier.



UPDATES AND REVISIONS

This Code represents the first version of the document, available at www.guerra.it
Guerra SPA is committed to periodically reviewing and updating this document.
What is available on the site represents the updated version of the document.

SUPPLIER COMMITMENT

By signing the Code of Conduct of Guerra spa, the Supplier undertakes to comply with the principles spelled out therein and to give appropriate communication to its own, employees collaborators and suppliers.

In faith, there 12/17/2024

Guerra SpA
the Management

Supplier Company Name

Company Function and Signature
