



CODE OF CONDUCT





OBJECTIVES AND RECIPIENTS OF THE CODE

THE CODE OF CONDUCT

is an essential element of FIMMA's Governance model, regulates its way of operating, and expresses its values, in the awareness that behaviors inspired by the principles of integrity, transparency, and responsibility constitute an important lever for economic and social progress.

It applies to all members of the Board of Directors, managers, and employees of FIMMA, all collaborators, and other individuals and companies that act in the name and/or on behalf of FIMMA.

It is approved and updated by FIMMA's Board of Directors and is adopted by its subsidiaries.



OUR VALUES

FIMMA s mission, whose essential and shared values are thus articulated:



PASSION



RESPECT FOR PEOPLE



CUSTOMER SATISFACTION



RESPECT FOR THE ENVIRONMENT



QUALITY AND INNOVATION



THE PRINCIPLES

FIMMA's fundamental principles guide our every action and decision. They represent the essence of our commitment to excellence, integrity, and social responsibility. These principles are not just words, but the beating heart of our corporate culture, which translates into concrete and measurable actions. They

those who work with us or on our behalf.

PROTECTING PEOPLE

We are committed to creating a safe, fair, and respectful work environment, valuing diversity and promoting the professional development of each individual. We guarantee working conditions that respect the dignity and rights of all, without discrimination.

ACTING WITH INTEGRITY

We operate with honesty, transparency, and in full compliance with laws and regulations. We promote a corporate culture based

our activities and business relationships.

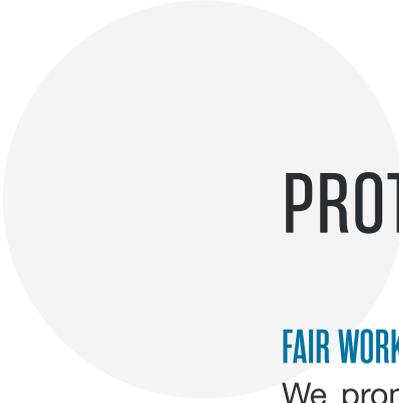
COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

We adopt responsible practices to minimize our environmental

and waste. We invest in eco-friendly technologies and raise awareness among our stakeholders about the importance of environmental protection.

SAFEGUARDING COMPANY RESOURCES AND REPUTATION

We protect the company's tangible and intangible assets, including sensitive data and intellectual property. We safeguard FIMMA's image and reputation through responsible communication that is consistent with our corporate values.



PROTECTING PEOPLE

FAIR WORK ENVIRONMENT

We promote a work environment founded on respect for the individual where there is no room for any form of discrimination.

HEALTH AND SAFETY

We guarantee a safe work environment and respect the laws on health and safety, best practices, and relevant ISO standards, monitoring compliance and promoting and encouraging a culture of accident prevention, health protection, and risk awareness in the workplace.

We ask all our workers to strictly observe safety rules and to exercise constant vigilance to identify potential risks, addressing them promptly.

We commit to ensuring that our products do not compromise the health, safety, and physical integrity of our customers and, in general, of people.

VALUING PEOPLE

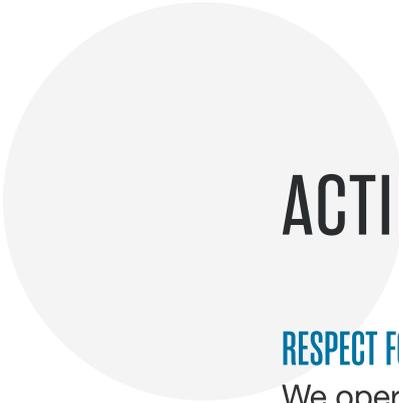
We believe in our people as an indispensable element for FIMMA's existence and development and thus we value their abilities and skills, so that everyone is in a position to express their potential.

We promote training programs for the personal and professional growth of our people.

We believe in the exchange, dialogue, and sharing of ideas as a lever for team spirit and continuous development.



Gamma



ACTING WITH INTEGRITY

RESPECT FOR LEGALITY

We operate with responsibility and integrity, respecting national and international laws and regulations, and demand the same from businesses and organizations with which we have commercial relations.

We respect privacy and personal data, ensuring their protection and proper handling.

POTENTIAL CONFLICTS OF INTEREST

interest, to ensure the impartiality of corporate decisions and to spread the culture of integrity.

REGULARITY OF ACCOUNTING OPERATIONS

We operate with clarity and transparency in managing accounting records, ensuring that all entries, accounting and otherwise, are





COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

PROTECTION OF THE ENVIRONMENT

We rigorously respect applicable national and international environmental regulations and standards.

We commit to a responsible use of environmental resources and
—
we operate.

CONTINUOUS IMPROVEMENT

We work constantly to reduce the environmental impact of our processes, through the adoption of adequate solutions in terms of product, process, and organization.





SAFEGUARDING COMPANY RESOURCES AND REPUTATION

PROTECTION OF RESOURCES

To safeguard our history and our future, we protect all our assets, material and immaterial, including intellectual property rights and personal data of people operating in FIMMA and of external partners.

PROTECTION OF REPUTATION

We constantly work to enhance the reputation of FIMMA and its brands.

We operate, both internally and towards our interlocutors, with messages and forms of communication consistent with our reputation and with the strategies developed.





IMPLEMENTATION AND COMPLIANCE WITH THE CODE

Compliance with the Code is fundamental for the proper management and development of FIMMA.

As such, it is available to the recipients, in both paper and digital form.

The dissemination of the Code, and in particular the knowledge of its contents, is the responsibility of the Compliance Team, which also follows up on associated promotion and training initiatives.

Each person operating in FIMMA has the responsibility to know and comply with its provisions, to verify its application, within the scope of their controls, and to report violations, thus contributing to protecting the company and its reputation.

The principles and provisions contained in the Code, in fact, are the basis of our operations and their observance constitutes an essential part of the contractual obligations assumed by each of us.

FINAL PROVISIONS

The Code is subject to periodic revisions to ensure its objectives of FIMMA.

Being in turn an integral part of the Ethical Code, the revision of the Code of Conduct will take place at the same times and with the same periodicity.



FIMMA spa

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