



BERTOT

Ciriè, 8/1/2025

CODE OF ETHICS

The Management of Bertot S.p.A. is deeply convinced of the need for the organization to operate in full compliance with current laws and the fundamental principles of clarity, transparency, and sustainability. We recognize the importance of contributing positively to the environment and society, committing ourselves to a future where the impact of our activities promotes collective well-being and respect for human rights.

The Management of Bertot S.p.A. has decided to commit to maintaining high levels of integrity, honesty, and responsibility towards the organization and all those who interact with it, both internally and externally, ensuring that our operations comply with laws and ethical standards.

This Code of Ethics applies to all company activities and must represent the reference point for all those involved in the company's activities. Moral integrity is an essential value for everyone – employees, collaborators, suppliers, and customers – who must strive to pursue fairness, transparency, and inclusion, focusing on mutual respect, and social and environmental responsibility.

The Management of Bertot S.p.A. is committed to disseminating the content of this Code to all those who will establish a relationship with the organization. Employees, collaborators, suppliers, and customers are required to know and comply with the provisions contained in this document, contributing to its implementation and promptly reporting any shortcomings or violations.

Bertot S.p.A. Commitments:

- **Fight against Child and Forced Labour:** Bertot S.p.A. does not accept orders or contracts with suppliers or customers that use child labour or forced labour. We commit the company to promoting a supply chain that respects workers' rights in every part of the world.
- **Against Discrimination:** The Management of Bertot S.p.A. is firmly opposed to any form of discrimination, whether based on religion, race, political ideologies, sex, gender, or any other characteristic. We promote equal opportunities and respect for diversity in every work environment.
- **Gender Equality and Inclusion:** Bertot S.p.A. is committed to fostering gender equality, guaranteeing equal pay, and ensuring that every person, regardless of their gender, can access opportunities for professional growth and development. Our policy is based on inclusion, where every individual is valued for their skills and contribution.
- **Prevention of Workplace Harassment:** The Management of Bertot S.p.A. does not tolerate any form of harassment, whether physical, verbal, or psychological, in the workplace. We create a safe, respectful, and welcoming environment where everyone can work without fear of abuse or intimidation.



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- **Sustainability and Environmental Well-being:** Bertot S.p.A. is committed to operating responsibly, promoting the adoption of sustainable practices, reducing environmental impact, and investing in technologies and processes that respect the environment. This commitment is reflected in every phase of our production cycle, from engineering to shipping.
- **Improvement of Working Conditions:** Bertot S.p.A. is committed to systematically improving working conditions in line with legislative requirements, with particular attention to the health, safety, and well-being of its employees. The inclusion of workers in decision-making processes and social dialogue are essential to ensure a positive and productive work environment.
- **Support and Promotion of Social Dialogue:** Bertot S.p.A. considers social dialogue a key element for the development and well-being of the company. We are committed to creating a work environment where employees and staff representatives can freely express their opinions, thereby contributing to company decisions that reflect the needs and values of all. We encourage the active participation of workers in discussions and the resolution of company issues, creating a climate of trust, cooperation, and mutual respect.
- **Transparency and Integrity in Business Relationships:** Bertot S.p.A. is committed to maintaining a relationship of full trust with employees, collaborators, suppliers, and customers, always aiming for impartial decisions and transparent company choices. It is forbidden for any involved party to accept or offer money, goods, services, favours, or undue advantages in exchange for favourable decisions or in relation to preferential treatment. Furthermore, Bertot S.p.A. is committed to preventing and combating any anti-competitive practices, ensuring compliance with antitrust regulations and promoting a fair and competitive market.
- **Combating Corruption, Extortion, and Fraud:** Bertot S.p.A. condemns all forms of corruption, extortion, fraud, and money laundering, committing to operate with the utmost transparency, honesty, and compliance with current regulations. It is forbidden to promise, offer, receive, or accept undue advantages of any nature in order to influence company decisions or obtain preferential treatment. Every employee, collaborator, supplier, and customer is required to report any illicit behaviour through the company's official channels.
- **Responsibility for Company Assets and Confidentiality:** The documents, knowledge, and experiences that are part of Bertot S.p.A.'s company assets must be treated with the utmost confidentiality. All information learned by virtue of one's professional role must be managed responsibly, in order to avoid damage to the company and compromising its reputation.



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- **Career Development and Training:** Bertot S.p.A. recognizes the importance of professional growth and continuous skill development, which are fundamental elements for employee well-being and company success. For this reason, the company is committed to promoting a culture of continuous training, offering learning and professional development opportunities to all employees. Access to development paths occurs fairly and without discrimination, valuing internal talent through meritocratic and transparent criteria. Internal mobility is encouraged as a tool for professional growth and for optimizing skills within the organization. The company supports the improvement of technical and transversal skills, ensuring they are aligned with both company needs and individual aspirations. Every employee is encouraged to actively participate in training programs and contribute responsibly and with commitment to their professional development, with a view to shared growth.
- **Commitment to Reporting Violations:** Bertot S.p.A. asks all its employees, collaborators, suppliers, and customers to promptly report, through the whistleblowing channel available on the company website, any situation that may violate the guidelines of the Code of Ethics or that may be considered contrary to the commitments on sustainability, inclusion, gender equality, the fight against discrimination and child labour, as well as the prevention of workplace harassment.