



BERTOT
SINCE 1919

INDUSTRIA MECCANICA METALLURGICA
STAMPAGGIO A CALDO DI ACCIAIO E LEGHE LEGGERE
LAVORAZIONI MECCANICHE

Bertot S.P.A. - Cap. Soc. int. vers. €1.000.000
Codice Fiscale e Registro Imprese TO 00475190013
Partita IVA IT0000475190013 - R.E.A. To 53254
10073 Cirié (TO) - Via Robaronzino 41bis
Tel 011/9214945 - 9208176
bertot.com

Supplier Code of Conduct

Preamble

This Supplier Code of Conduct sets out the principles and standards that suppliers are required to comply with in order to work with our organisation. The requirements are based on the principles of international standards ISO 9001 for Quality Management, ISO 14001 for Environmental Management and ISO 45001 for Occupational Health and Safety Management, as well as on Italian Legislative Decree No. 231 of 8 June 2001 and on the principles of sustainability and social responsibility.

1. Quality

Suppliers must ensure:

- the implementation and maintenance of a quality management system compliant with ISO 9001;
- compliance with technical specifications, contractual requirements and applicable standards;
- a commitment to the continuous improvement of the processes, products and services provided.

2. Environment

Suppliers undertake to:

- comply with the Consolidated Environmental Act, Italian Legislative Decree No. 152/2006;

- reduce the environmental impact of their activities through measures such as the efficient use of resources, waste management and pollution prevention;
- promote the use of sustainable materials and support circular economy initiatives.

3. Occupational Health and Safety

Suppliers undertake to:

- comply with the Consolidated Health and Safety at Work Act, Italian Legislative Decree No. 81/2008;
- ensure a safe and healthy working environment by identifying and mitigating risks to workers' health and safety;
- provide appropriate training and promote a culture of safety.

4. Human Rights and Social Responsibility

Suppliers must respect:

- the principles of the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization, or ILO;
- diversity, inclusion and respect for all individuals, avoiding discrimination of any kind;
- workers' rights, including the right to fair wages, reasonable working hours and decent working conditions;
- the prohibition of child labour, forced labour and exploitative working conditions.

5. Harassment and Gender Equality

Suppliers undertake to:

- promote a working environment free from harassment, abuse and inappropriate conduct;
- ensure gender equality and fair access to professional opportunities, regardless of gender, sexual orientation, ethnicity, religion or any other personal characteristic;
- adopt policies and procedures to prevent and address any cases of harassment or discrimination.

6. Continuous Training

Suppliers must encourage and support the continuous training of their employees, promoting the development of the skills and knowledge needed to improve work performance and adapt to changes in the market.

7. Integrity and Compliance

Suppliers undertake to:

- comply with all applicable laws and regulations in the countries in which they operate;
- avoid all forms of corruption, fraud or conflict of interest;
- ensure the confidentiality of information shared by our organisation;
- accept and comply with the principles of the Code of Ethics, Revision 5 of 2 December 2024, as an integral part of the 231 Model.

8. Transparency and Traceability

Suppliers undertake to:

- communicate clearly, transparently and promptly all requested information relating to their products, services and processes;
- implement systems that ensure traceability throughout the supply chain.

9. Sustainability

Suppliers undertake to:

- support the United Nations Sustainable Development Goals, or SDGs;
- assess and reduce the carbon footprint of their activities;
- make a positive contribution to the communities in which they operate by supporting local initiatives and promoting sustainable development.

10. Monitoring and Compliance

Our organisation reserves the right to:

- carry out audits or assessments to monitor compliance with this Code of Conduct;

- request corrective action plans in the event of non-compliance;
- terminate business relationships with suppliers that repeatedly or seriously fail to comply with the principles of this Code of Conduct and the Code of Ethics.

11. Acceptance

All suppliers must confirm in writing their acceptance of and compliance with this Code of Conduct. Failure to comply with these requirements may result in the termination of the business relationship.

Conclusion

Through this Code of Conduct, our organisation promotes an ethical and sustainable supply chain aligned with international standards.

Together, we can contribute to building a better future for the environment, society and future generations.

Cirié, 01/14/2026

BERTOT S.p.A.