



CAMPOLONGHI

ETHICS CODE

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REVISION N° 3



CAMPOLONGHI

CAMPOLONGHI ITALIA S.p.A.
Via Aurelia Sud 97, 54038 Montignoso (MS) ITALY

Managing Director



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Rev.	Data	Descrizione	Redatto	Verificato	Approvato
3	01/02/2024	Revisione Generale	RSI	HR-Dell. di ADL	ADL
1	07/03/2018	Revisione Generale	RSI	HR-Dell. di ADL	ADL
0	24/11/2016	Emissione	RSI	HR-Dell. di ADL	ADL

ETHICS CODE

It is one of the Social Responsibility tools for promoting good practices for whoever works at CAMPOLONGHI ITALIA s.p.a. and for whoever is interested in its mission.

The Code does not substitute laws or contract norms, but it integrates them.

The behaviour of the members of this organization – starting from who has the greater responsibility and authority – shapes and conforms its image.

Facts and behaviours must demonstrate to be aware of how much we are important in people life. This comes not only from the efficiency and the quality of services, but also from the capacity to listen and dialogue with employees, clients, suppliers and in general with interlocutors in general.

The Code must first of all shape the behaviour of people/bodies interacting with or for CAMPOLONGHI ITALIA s.p.a.

It also wants to pursue further objectives:

- a. an increase of cohesion and internal consistency: the Code aims at improving the internal relationships and to shape an external image unified and clear;
- b. an increase to efficiency: the motivation of the participants towards positive targets increases the capacity to produce usefulness both for the directly interested and for the reference environment;
- c. a good reputation: an organization with good rules that displays its values produces reassurance to its interlocutors that can so transform from interlocutors to partners.

Finally the Code wants to be above all a policy useful to address the questions pertaining social responsibility.

MISSION

CAMPOLONGHI ITALIA s.p.a. wants to be a guarantee for workers, clients, suppliers and shareholders through the further development of an original model of a company capable of innovation and a strong presence on the territory while respecting the environment.

For CAMPOLONGHI ITALIA s.p.a. to be the best is reason for pride and trust for:

- the women and the man working in the company, as they are the makers of the results through their competence, their cooperation and their passion;
- the clients so that they can receive, through a continuous listening, quality services in line with their expectations;
- the suppliers, as they are actors in the production process and our partners in growth;
- the local area, because the economical, social and environmental richness must be promoted for a sustainable future;
- the shareholders; so that they are certain that the economical value of the company can keep on growing while respecting the social responsibility principles.

ETHIC VALUES

Integrity, Transparency, Personal Responsibility, Consistency

CAMPOLONGHI ITALIA s.p.a. is a company where legality, uprightness, honesty, equity and impartiality in the behaviours inside and outside the company are a common way of feeling and acting. By sharing these principles long lasting relationships are built with clients and suppliers, a general transparency with third parties, a fair and reasonable recognition of their employees/collaborators.

To work in CAMPOLONGHI ITALIA s.p.a. involves a commitment to build a relationship based on trust with the colleagues and in general with all the interlocutors.

It is essential to commit oneself with loyalty and efficacy to reach the company goals with the awareness of the own duties and responsibilities.

To be consistent means that everyone must daily carry into effect in every action the mission, the values and the working principles of the company.

In order to ensure compliance with the provisions of the Code of Ethics, the company has adopted the model pursuant to Legislative Decree 231/2001 and has consequently appointed the supervisory body. This Code of Ethics is a constitutive element of the 231 model.

WORKING PRINCIPLES OF THE COMPANY

Creation of value and social and environmental responsibility, quality and service excellency, innovation and continuous improvement, involvemem and valorization

CAMPOLONGHI ITALIA s.p.a. is committed to combining economic and social value with the aim of meeting over time the legitimate expectations of all those who come into contact with it: customers, workers, shareholders, suppliers, institutions and local communities.

CAMPOLONGHI ITALIA s.p.a. pursues responsible management of natural resources and the use of solutions to improve the environmental impact of its activities.

Customer satisfaction is a fundamental element for the growth of the company that intends to be perceived as a solution provider, able to understand the needs and offer high quality services.

The company CAMPOLONGHI ITALIA s.p.a. the goal is to introduce all aspects of innovation, technology, organization, management and process, "useful and possible" to the various organizational levels.

CAMPOLONGHI ITALIA s.p.a. intends to act every day for the maintenance and concrete improvement of its activities. It is the will of society to support and promote the attitude to change.

CAMPOLONGHI ITALIA s.p.a. is committed to enhancing the experience and developing the skills of workers, promoting cooperation and the exchange of knowledge, so that work is a source of satisfaction, pride for people as well as a factor relevant to the success of the company. We want to reward behaviors consistent with the mission and with the values.

The society intends to promote, through the culture of dialogue, the dissemination of information and the spirit of belonging to a single and integrated group.

PRINCIPLES AND GENERAL POLICIES

Recipients of the Code

The recipients of the Code are all those who in various capacities and with different responsibilities realize, directly and indirectly, the objectives of CAMPOLONGHI ITALIA s.p.a.

Ethical values of the company

CAMPOLONGHI ITALIA s.p.a. takes the following ethical values as its own:

- Integrity;
- Transparency;
- Personal responsibility;
- Consistency.

Principles of business functioning

CAMPOLONGHI ITALIA s.p.a. assumes as its operating principles:

- value creation and social responsibility;
- quality and excellence of the service;
- efficiency;
- innovation and continuous improvement;
- involvement and enhancement;
- the willingness to choose.

Responsibility and decision-making power

CAMPOLONGHI ITALIA s.p.a. interprets the company as the place of responsibility. The responsibility of each one is greater the higher the authority available and the discretion in the choices.

Consequently, the dissemination and implementation of this Code depend on the commitment of all and in particular those who hold the greatest decision-making power and whose behavior is recognized as an example value.

Commitment to dialogue

CAMPOLONGHI ITALIA s.p.a. establishes a dialogue with its interlocutors and their representatives, respecting mutual interests.

Confidentiality of information

Any information on company activities not yet made public which the directors, employees and collaborators of CAMPOLONGHI ITALIA s.p.a. according to their respective tasks, it is reserved and for the sole interest of the company.

Workplaces

CAMPOLONGHI ITALIA s.p.a. protects the physical and moral integrity of employees and collaborators, ensuring safe

and healthy working environments and working conditions that respect individual dignity.

Value Of Education

CAMPOLONGHI ITALIA s.p.a. recognizes the importance of training as an indispensable factor for increasing the value of the company and the competence of its employees.

Importance of Communication

CAMPOLONGHI ITALIA s.p.a. recognizes the value of communication as an indispensable factor for sharing and exchanging skills and for increasing the sense of belonging to the company.

Importance of collaboration

CAMPOLONGHI ITALIA s.p.a. recognizes the fundamental value of collaboration between workers and between different organizational structures based on the constant attention to the satisfaction of customer needs and the goal of achieving the common interest of the company.

Confidentiality of personal data and respect for the private sphere

CAMPOLONGHI ITALIA s.p.a. ensures the confidentiality of personal data in its possession.

Administrators, employees and collaborators are required to use the data exclusively for purposes related to the exercise of their respective duties, observing the security measures adopted. The company guarantees respect for the private sphere of people.

Environmental care

CAMPOLONGHI ITALIA s.p.a. manages its activities respecting the environment.

To this end, it undertakes to use the most appropriate technologies, to prevent environmental risks and to reduce direct and indirect environmental impacts.

Sharing the Code

CAMPOLONGHI ITALIA s.p.a. requires all those who in various capacities collaborate in corporate activities to conform their behavior to those described in this Code.

RELATIONS WITH CUSTOMERS

Impartiality among the customers

In the provision of services, CAMPOLONGHI ITALIA s.p.a. guarantees fair treatment between actual and potential customers. The company strives to achieve the highest possible level of service in all its areas of competence, compatibly with the different territorial characteristics and with the standards issued by the regulatory bodies.

Quality and safety of the service provided

CAMPOLONGHI ITALIA s.p.a. guarantees its customers the appropriate quality and safety standards.

Confidentiality in data management

CAMPOLONGHI ITALIA s.p.a. guarantees that the processing of personal data of its customers takes place in compliance with current legislation and in compliance with due confidentiality.

Prevention of the litigation

CAMPOLONGHI ITALIA s.p.a. favors dialogue and collaboration with customers and favors the resolution of possible conflicts in a non-judicial manner, promoting conciliatory procedures to prevent legal disputes between the company and

the client.

RELATIONS WITH EMPLOYEES AND COLLABORATORS

Definition of employee and collaborator

For the purposes of this Code, an employee and / or collaborator is defined as the person who has a working relationship with the company aimed at achieving the aims of the company.

Safety and health protection, protection of the person, equal opportunities and relationship between colleagues

CAMPOLONGHI s.p.a. guarantees a working environment compliant with current health and safety regulations (Legislative Decree 81-08 and laws on the subject) by preventing risks connected with the professional activity and training of workers.

CAMPOLONGHI s.p.a. undertakes to protect the moral integrity of its employees by safeguarding them from acts of psychological violence and combating any form of discrimination related to physical condition, disability, opinions, nationality, religion, sex, sexual orientation, or any other condition that could give rise to discrimination.

Personnel are required to provide information that is exclusively useful for ascertaining professional and work requirements, in compliance with their own.