

**Dear Supplier**

**Florence, June 29th, 2022**

From: G. Adriani - CEO

Subject: Mecoil Diagnosi Meccaniche s.r.l. *"Code of Ethics"*

Dear Supplier,

In accordance with European standards for Quality management systems, Mecoil Diagnosi Meccaniche s.r.l. is holding for several years the **ISO 9001:2015** quality certificate for the following application field: **"Execution of chemical-physical analyses and diagnostics on industrial oils for predictive maintenance"**

In this perspective, our main goal is the total customer satisfaction; for this reason, for 25 years we have been monitoring our processes, adopting corrective and preventive actions along all the steps, aiming to continuously improve our quality standards. In this virtuous loop, suppliers play a fundamental role with their resources, their organizations, their processes.

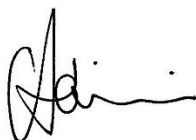
Recently, we have decided to extend our commitment to Quality, and to transform it in a commitment to **Sustainable Quality**, as the only way to promote a development able to satisfy today's needs without compromising the chance for the future generations to satisfy their own needs, privileging the growth of collaborative and non-competitive processes, with the objective to build a future based on Planet, People, Financial Prosperity and healthy Principles of Company Governance.

Among the other things, we have prepared and published a Company *"Code of Ethics"* involving our suppliers, to whom we ask to formalize their accession to the main principles. That accession can be simply expressed by sending back to us a copy of your Company *"Code of Ethics"*, or as an alternative by signing our Company *"Code of Ethics"* here attached.

We remain waiting for your kind feedback, and send you our best regards.

P.G. Adriani

Chief Executive Officer



## **CODE OF ETHICS - EXTERNALS**

Mecoil Diagnosi Meccaniche s.r.l., in the following called Mecoil, intends to pursue a model of sustainable development by integrating business activities, conducted in an ethical and transparent manner, with the safeguard of environment, the protection of health and safety, and the respect for people.

The Respect for the principles of legality, honesty, fairness, equality, confidentiality, equity, integrity, transparency and sustainability, is applied within Mecoil as well as in relations with third parties with which Mecoil interacts in carrying on its business, including suppliers, customers, external advisors, commercial partners and not only, extensively called hereinafter “EXTERNALS”.

### **GOVERNANCE & BUSINESS INTEGRITY**

The EXTERNALS are required to comply with domestic and international legal and regulatory requirements, as well as any other international agreement that applies to the existing contractual relationship with Mecoil.

The EXTERNALS are required to comply with any applicable laws and regulations about anti-corruption and anti-money laundering; they must be inspired to the maximum correctness, clarity, completeness and truthfulness of the information transferred inside and outward.

The EXTERNALS are required to adopt behaviors compliant with business principles of ethics and transparency, and are called to avoid any situation of conflict of interest able to influence the commercial relationship with Mecoil.

The EXTERNALS are required to comply with applicable laws and regulations about antitrust, and to pursue principles of loyal and transparent competition.

The EXTERNALS are required to respect Mecoil Intellectual Property, and not to disclose to third parties, in any way, with the only exclusion of reasons strictly related to the execution of the contract with Mecoil, the technical information and all the restricted and strategic information made available by Mecoil.

### **HUMAN RIGHTS, CARE FOR EMPLOYEES AND LOCAL COMMUNITIES**

The EXTERNALS are required to guarantee equal work opportunities to all people, without any discrimination based on race, colour, gender, language, religion, ethnic origin, disability, civil status, sexual orientation or political or union opinions. The EXTERNALS must also guarantee a workplace free of harassment, threats or any other form of abuse or physical or sexual, psychological or verbal harassment.

The EXTERNALS are required to respect the principles, the values and the internationally accepted best practices on the rights of workers, abstaining from any form of forced or compulsory labour.

The EXTERNALS are required to guarantee the compliance with regulations and contracts in place, as far as worked hours, extra time, periods of rest, leave and vacation, and salaries are concerned. The EXTERNALS are required to respect the minimum employment age and the minimum age of completion of compulsory education as established by applicable laws and regulations.

The EXTERNALS are required to respect all applicable laws and regulations aiming to ensure the freedom of association of workers and recognize the right for collective bargaining. Employees should not fear intimidation or retaliation due to the formation of or membership in a union or participation in collective bargaining.

The EXTERNALS are required to respect all applicable laws and regulations, including the rules relating to worker health and safety, occupational health and workplace accident prevention. The EXTERNALS are required to take actions aimed to create a work environment that is attentive to health and safety, to minimize risks and remove the causes that could jeopardize the health and safety of their personnel and that of third parties. The EXTERNALS are also required to promptly inform Mecoil of any serious or fatal accidents involving their personnel, that of their subcontractors or third parties during or as a result of the performance of their activities.

The EXTERNALS are required to respect employees' right to privacy, undertaking to properly use the data and information provided in compliance with the law and applicable domestic and international regulations in force.

## CARE FOR ENVIRONMENT

The EXTERNALS are required to respect all applicable environmental laws and regulations, to adopt a precautionary approach with the view to preserving natural resources and to use efficient technologies aimed to reduce environmental impact. In particular, the EXTERNALS are required to commit to privileging the use of renewable sources, minimizing the environmental impact of their activities, protecting local ecosystems and biodiversity and promoting the aware, responsible use of all available natural resources.

## ADHESION

Company Name .....

Legal Representative (signatory of this document) .....

Contact Reference (name, phone, email) .....

The Undersigned ..... with the title of  
..... of the Company .....,  
represents to have read and understood the present Code of Ethics, and to adhere to the principles described therein.

Date.....

Signature.....