

## ETHICAL CODE OF CONDUCT

The adoption of the GRASP Standard by Frutta C2 s.p.a. leads us to ask our suppliers for a written commitment to good practices in the workplace.

To suppliers and sub-suppliers Frutta C2 s.p.a. requires to:

1. Prohibit child labor: child labor refers to the employment of children under the age of 16.
2. Prohibit forced or compulsory labor by guaranteeing staff the full freedom of choice to continue or not the established employment relationship;
3. Guaranteeing a healthy and safe work environment for its employees, which allows them to have:
  - first aid medical devices;
  - safe equipment and facilities for accident prevention;
  - protective devices and protective clothing;
  - hygiene in workplaces and toilets;
  - adequate and functional fire extinguishers or hydrants available with valid inspection dates;
  - adequate lighting and ventilation;
  - availability of drinking water.
4. Make available appropriate forms and box for the collection of reports/complaints from staff.
5. Respect the freedom of association of workers and guarantee personnel the right to collective bargaining and full freedom to join trade unions;
6. Allow workers, for various needs (health, family, etc.) to leave the company even before the end of the shift;
7. Prohibit any form of discrimination based on race, religion, sex, etc.
8. Prohibit all forms of violence and not carry out unreasonable disciplinary practices (corporal punishment, stalking, verbal abuse or coercive practices) to their employees.
9. Apply the national collective agreement in relation to the duties envisaged, holidays and working hours;

10 Implement good environmental management:

- respect and protection of the environment in compliance with national and international environmental laws;
- compliance with the laws on noise pollution;
- management of the chemical materials used;
- energy savings (electricity, water, gas, etc.);
- environmental protection for the reduction, reuse and recycling of waste material.

*This ETHICAL CODE OF CONDUCT, in addition to being disseminated to Fruit C2 employees, has also been extended to suppliers in the Organization's supply chain which will ensure that they are supported in the implementation and compliance process.*

FOR ACCEPTANCE - in case of failure to return the document within 10 days of receipt, the Code is intended as accepted by the supplier.