

SIRPLES Srl

Via Montenero, 15 – 20098 San Giuliano Mil.se (MI)

Tel. 02/98.24.22.62 r.a.

sirples@pec.it • www.sirples.com



San Giuliano Milanese, 12/01/2024

Code of Ethics

This Code of Ethics expresses the commitments and ethical responsibilities in the conduct of business and corporate activities that all those who have relations of any kind with Sirples are required to assume:

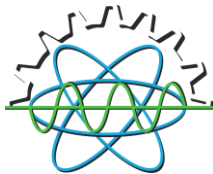
- comply with the laws of the legal systems applicable from time to time;
- not to allow or engage in any form of corruption, including payments or other forms of benefits conferred to public officials in order to influence decisions contra legem;
- not to entertain relations with companies, persons or partners whose relations with organized crime are known;
- to promote equal opportunities for and fair treatment of its employees, regardless of skin color, race, nationality, social background, disability, sexual orientation, political or religious beliefs, gender or age;
- respect the personal dignity, privacy and rights of each individual;
- refrain from hiring or having anyone work against their will; and
- not condone any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- prohibit any behavior that is sexually offensive, coercive, threatening, abusive or exploitative, including gestures, language and physical contact;
- provide adequate remuneration and ensure the current mandatory national minimum wage;
- Comply with the maximum number of working hours established by applicable regulations;
- recognize, to the extent legally possible, the right of free association of employees and not support or discriminate against members of employee membership organizations or unions;
- not employ workers under the age of 18 and not engage in relationships with subcontractors who employ workers under the age of 15, or, in countries subject to the developing country exemption of ILO Convention 138, not employ workers under the age of 14;
- not procuring metals and minerals from conflict zones;

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Cap. Soc. € 78.000,00

Reg. Trib. Milano n. 53277 • REA 345299 • P. IVA n. 00751490152

Società soggetta a controllo e coordinamento da parte della Soc. Finmineraria S.p.a



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- Take responsibility for the health and safety of employees;
- keep hazards under control and take appropriate precautionary measures against accidents and occupational diseases;
- provide training to ensure that employees are informed about health and safety issues; and
- establish and operate a worker health and safety management system, in accordance with applicable regulations;
- to act in accordance with statutory and international regulations on environmental protection, minimizing pollution and making continuous improvements where possible to protect the environment;
- work to promote compliance with this Code of Ethics among its suppliers and comply with the principles of non-discrimination in the selection and treatment of suppliers.

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