

Supplier Code of Conduct

IO K05.02 Rev. 0

FOREWORD

The Code of Conduct for Suppliers (hereinafter referred to as the “Code”) provides the principles to be adhered to by the Suppliers in entertaining business relations with Cavi F.E.R.M.I. srl. Cavi F.E.R.M.I. srl is aware of the importance of Suppliers contribution to achieve its goals and customers satisfaction. Considering the role played by its Suppliers, Cavi F.E.R.M.I. srl expects that they abide by high technical and professional standards of work from them and also by the ethical standards inspiring Cavi F.E.R.M.I. srl’s way of doing business.

1. INTEGRITY

Each Supplier undertakes to ensure that its employees comply with current regulations in the countries in which they work, acting fairly and ensuring transparency, refraining from any forms of corruption or undue pressure on third parties, and avoiding any conflict of interest situation.

2. ENVIRONMENTAL RESPONSIBILITY

Cavi F.E.R.M.I. srl expects its Suppliers to be aware of the impact of their activities on environment and local communities, and therefore to be committed to environmental protection, efficient use of natural resources and reduction of polluting emissions.

3. VOLUNTARY AND REGULAR LABOUR

Cavi F.E.R.M.I. srl requires all Suppliers to reject all forms of child, forced and compulsory labour. Suppliers undertake to employ workers with regular residence permit, under a regular employment contract and in accordance with local regulations.

4. HEALTH AND SAFETY

Each Supplier shall ensure healthy and safe working conditions for each worker, wherever they are. Cavi F.E.R.M.I. srl requires compliance with world health organization regulations as well as a commitment to continuous technological improvement in workers protection.

5. PROTECTION OF HUMAN RESOURCES

Suppliers undertake to protect the Equality and Human Dignity within their organisation. Cavi F.E.R.M.I. srl shall not accept any discriminatory behaviour (whether based on gender, age, sexual orientation, ethnicity, language, religion, political opinions, personal or social conditions) or harassment, intimidation or abuse (mobbing, bossing)

6. TRANSPARENCY AND COMPLETENESS

Cavi F.E.R.M.I. srl pays attention to the transparency, completeness and fairness of all the information provided to during the working activities as a necessary requirement for making autonomous and informed decisions. Cavi F.E.R.M.I. srl, therefore, is confident that its Suppliers implement and promote a complete and clear communication at any level and that the information provided to are easily auditable and understandable.

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QUALITY AND PROFESSIONALISM

Cavi F.E.R.M.I. srl is confident that all its Suppliers undertake to continuously improve the quality of the products and services, also providing top professionals from whom it expects the utmost commitment and diligence

8.

BUSINESS OPERATIONS COMPLIANCE

Each Supplier undertakes to act in compliance with local and international laws regulating the import/export of dual-use products or restricting the trade of specific goods or with specific parties.

9.

SUPPLY-CHAIN OF SUPPLIERS

Cavi F.E.R.M.I. srl demands that all supply-chain complies with its principles. As a consequence, Suppliers may not entertain or maintain business relations with counterparties whose behaviour is not in compliance with the content of the Code

10.

CONFLICT MINERALS

On August 22nd 2012 the U.S. Securities and Exchange Commission (SEC) adopted the Conflict Minerals provision of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502. Cavi F.E.R.M.I. is committed not to source any supplies that are derived from minerals originating from conflict regions.

11.

REPORTING NON-COMPLIANT CONDUCT

Any conduct not in compliance to the above principles as well as to Cavi F.E.R.M.I. srl Code of Ethics or the law must be reported to Cavi F.E.R.M.I. srl.

12.

CONFIDENTIALITY

All information provided by Cavi F.E.R.M.I. srl to a supplier shall be presumed to be strictly confidential until proven to be in the public domain.

Cavi F.E.R.M.I. srl
Maurizio Pizzola
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