



SUPPLIER CODE OF CONDUCT
CARBONVENETA

This document outlines the expected behaviour for all our suppliers, requiring adherence to the values, principles, and standards followed by our Company, by Partners, Directors, employees, consultants, and business partners.

1. Anti-Corruption

Carbonveneta adopts a zero-tolerance policy against corruption and urges its suppliers to strictly comply with all laws and regulations concerning active and passive corruption, as well as the standards set forth in the Company's Code of Ethics and Anti-Corruption Code. We believe it is essential that our suppliers implement and manage internal control and compliance systems that are effective and adequate to ensure compliance with these principles.

2. Environmental Responsibility

Carbonveneta promotes initiatives to monitor the environmental impacts of its activities. In this regard, we invite our suppliers to comply with all regulatory obligations related to environmental compliance and to actively participate in protecting the environment, which is considered a primary asset. Preference will be given to suppliers who adopt sustainable practices in terms of ESG (Environmental, Social, Governance).

3. Respect for Labor and Workers. Whistleblowing.

We expect our suppliers to act courteously towards everyone and to be champions of the dignity, well-being, freedom, and equality of each worker. Carbonveneta actively supports inclusion and integration, categorically rejecting any type of discrimination, whether overt or implicit, in relation to political and trade union issues.

We expect our suppliers to have no ties to organizations involved in human trafficking, child labour exploitation, or any form of forced labour.

Suppliers must ensure that their employees are paid in accordance with the minimum wage and benefits established by law. Working conditions, working hours, and compensation must be fair and in compliance with the laws and standards in force in the countries where the supplier operates.

Carbonveneta promotes the spread and strengthening of a culture of safety and health protection in the workplace through awareness-raising initiatives on risks and the promotion of responsible behaviour. We require all our suppliers to provide a work environment that ensures respect and

protection of the health, safety, and personal dignity of each worker, in compliance with current legislation on health and safety.

We want our suppliers to treat everyone with respect and be champions of dignity, well-being, freedom, and equality for all workers. Carbonveneta actively promotes diversity and integration, rejecting any form of discrimination, whether overt or implicit, in the political and trade union sphere.

We ask our suppliers to report any ethical concerns, whether founded or potential, with the possibility of doing so anonymously and without fear of retaliation, using our confidential reporting system (Whistleblowing).

4. Compliance with Applicable Regulations

Suppliers must comply with all applicable laws and regulations. This compliance also extends to operations involving countries considered sensitive or individuals and legal entities subject to restrictions.

5. Use of Raw Materials

Our suppliers are dedicated to using the highest quality products, materials, standards, and excellent techniques. They also commit to ensuring that all goods and materials supplied, used, or transferred to our Company are free from defects in manufacturing, installation, and design, and do not include second-hand, counterfeit, or replica components. Our suppliers undertake to take appropriate actions and conduct necessary checks to identify the presence of raw materials from conflict-affected regions.

6. Confidentiality of Information

Suppliers are required to keep in strict confidence all technical and commercial knowledge, processes, confidential initiatives, and any other confidential information concerning the Company's activities, its products, and services, as well as any personal information they may become aware of.

Note: This is a translation of the original document. In the event of any discrepancies, the Italian version shall prevail.