



SUPPLIER CODE OF CONDUCT
FARMOL

Definition

“Farmol” means Farmol S.p.A. (VAT 00226350163), with registered office in Comun Nuovo (BG), Via Verdella n. 3, or any of its Affiliates.

Key Principles

1. Legal Compliance

Suppliers are required to operate in full compliance with all relevant laws, regulations, and industry standards in the jurisdictions where they conduct business.

2. Human Rights and Fair Treatment

Suppliers must respect the human rights of all individuals involved in their operations. All workers should be treated with fairness, dignity, and respect, without any form of discrimination based on characteristics such as gender, race, age, religion, or sexual orientation.

3. Prohibition of Child and Forced Labor

Suppliers must not engage in or tolerate child labor or any form of forced or coerced labor. All work must be voluntary, and workers must be of legal working age as defined by local laws.

4. Fair Compensation and Reasonable Working Hours

Workers must be compensated fairly, in line with local wage laws and industry standards. Overtime must be voluntary, adequately compensated, and managed to ensure workers' well-being. Working hours should be reasonable and in compliance with local labor laws, with sufficient time for rest and personal life.

5. Workers' Rights to Freedom of Association

Workers must be allowed to freely join or form trade unions or workers' councils of their choice and to engage in collective bargaining, in accordance with local laws and regulations.

6. Protection of Land Rights and Community Engagement

Suppliers must respect the rights of local communities, including indigenous groups, to their land and resources. Active engagement with local communities and stakeholders is essential to ensure that their rights are protected and considered in business activities.

7. Integrity and Anti-Corruption

Suppliers must maintain the highest standards of integrity and honesty in their business dealings. Any form of bribery, corruption, or fraudulent behavior is strictly prohibited. Suppliers should also refrain from offering or accepting improper gifts, favors, or benefits that could influence business decisions.

8. Health and Safety Standards

Suppliers are responsible for ensuring a safe and healthy working environment for all employees. This includes preventing workplace hazards, providing adequate safety training, and ensuring that all necessary health and safety equipment is available and maintained.

9. Environmental Responsibility

Suppliers must adopt sustainable practices that minimize their environmental impact. This includes efforts to reduce waste, conserve resources, and use sustainable energy sources. Suppliers should also comply with all applicable environmental regulations.

10. Data Protection and Information Security

Suppliers must ensure the confidentiality, integrity, and availability of personal and business data. Appropriate technical and organizational measures must be in place to protect systems and networks, including secure access controls, data encryption, and protection against unauthorized access or disclosure.

11. Compliance with Social Security and Tax Obligations

Suppliers must ensure full compliance with all applicable social security and tax obligations in the jurisdictions where they operate. This includes the timely and correct payment of social security contributions, taxes, and other mandatory charges required by law. Suppliers are expected to maintain accurate records and documentation demonstrating such compliance and to cooperate with relevant authorities in any verification or audit activities.

Governance and Monitoring

By accepting Farmol's General Terms and Conditions of Purchase, the supplier formally commit to adhering to the principles outlined in this Code. Farmol reserves the right to verify compliance through self-assessment questionnaires, audits, or other monitoring methods, and encourages continuous improvement through dialogue and support.

On a semi-annual basis, Farmol's Procurement and ESG functions jointly assess the effectiveness and relevance of this Code and may propose updates when needed. Any revisions are formally approved by the CEO, ensuring continued alignment with Farmol's strategic and sustainability objectives.

Conclusion

Farmol expects all suppliers to maintain the highest standards of ethical behavior and to actively work towards sustainable and responsible practices. By partnering with suppliers who share our values, we aim to create a mutually beneficial, sustainable supply chain that upholds human rights, legal compliance, and environmental stewardship.

Date: 24/06/2025

Name: Roberto Rusticelli

Job Title: Chief Executive Officer

Signature:

