



GROUP POLICY

CODE OF ETHICS

GPOL-01



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2.1 Innovation: being one step ahead

2.2 Passion: being driven by passion and heart



2.6





c) *Fighting against forced labor and modern slavery*

d) *Recognizing and respecting the right to work and freedom of association*

e) *Respecting the local legislation and business practices relating to working hours and paid leave*

f) *Taking into consideration local communities*

Personnel's behavior

Conflict of interest

Outside Activities



Anti-Bribery and Gifts





Accountability and accounting principles





4.1 Product safety and compliance with technical regulations

4.2 Tax and customs regulations

4.3 Fair Competition and Antitrust law Compliance

4.4 Foreign trade legislation



4.5 Economic sanctions and money laundering prevention

5.1 Corporate governance and internal control system



6.1 Dissemination of the Code of Ethics, continuous improvement and training

6.2 Commitment to comply with the Code of Ethics



6.3 Reporting of Violations