

SUPPLIER CODE OF CONDUCT

Diemme Filtration Srl is committed to the principles of ethical conduct, integrity, and compliance. Adherence to this Code of Conduct and to the principles of the United Nations Global Compact Initiative is mandatory for all employees of Diemme Filtration Srl.

Diemme Filtration Srl also expects its suppliers to uphold these same standards of integrity and ethics and to comply with the obligations set out in the United Nations Global Compact Initiative and the minimum standards defined below.

Combating Corruption

Suppliers shall actively and consistently prevent any criminal or unethical influence on decisions made by Diemme Filtration Srl or by other companies and institutions, and shall combat corruption within their own organizations.

Fair Competition in Tendering

Suppliers shall not engage in anti-competitive tendering practices and shall take action against illegal cartels.

Combating Illegal Employment

Suppliers shall comply with all applicable legal requirements and effectively prevent illegal employment.

Respect for Workers' Fundamental Rights

Suppliers shall respect the personal rights, health, and safety of their employees and adhere to the principles of respect, fairness, and non-discrimination. They shall hire and remunerate their employees on the basis of fair and legally compliant employment contracts and shall uphold internationally recognized minimum labor standards.

Environmental Protection

Suppliers shall comply with all applicable environmental laws and regulations and shall minimize environmental pollution.

Diemme Filtration Srl requires its suppliers to ensure that their own suppliers also comply with the principles of the United Nations Global Compact Initiative and the minimum standards set out in this Code of Conduct.

If there are reasonable grounds to believe that a supplier has violated this Code of Conduct, or if, in the event of a suspected violation, the supplier is unable to adequately fulfil its obligations to resolve the matter and cooperate, Diemme Filtration Srl shall be entitled, on

the basis of its legal or contractual rights, to terminate the business relationship with the supplier with immediate effect.

In the event of a breach of this Code of Conduct, Diemme Filtration Srl reserves the right to take any further legal action available, including claims for damages.

The Supplier declares:

1. That it has received this Supplier Code of Conduct and, in addition to its other contractual obligations towards Diemme Filtration Srl, agrees to comply with its provisions.
2. That it understands and accepts that this declaration shall be governed by the laws of the Republic of Italy (excluding the rules of private international law).

Place, Date

Supplier's Signature

Company Stamp

Name (Block Capitals), Position