

INTRODUCTION

This document was prepared to supplement and complement DEFIL srl's Company Policy.

Professionalism, social responsibility, and environmental responsibility are important values for DEFIL srl.

Respect for others, understood primarily as individuals, is the foundation of DEFIL srl's conduct.

With mutual respect, we can achieve the shared goals of a healthy, peaceful, and stable working environment capable of achieving optimal business results, earning the trust of our customers.

All those who work on behalf of the Company must be aware that inappropriate individual behaviour can damage the image of everyone, not just the Company.

Many of the commitments contained in the Code of Ethics are mandatory legal requirements; nevertheless, the Company wishes to emphasize its commitment to these requirements.

1 PRINCIPLES

DEFIL srl's primary objective is the satisfaction and trust of its customers.

To strengthen this foundation, the company has implemented a Quality Management System compliant with UNI EN ISO 9001:2015.

Everyone is committed to meeting customer requests and expectations as closely as possible.

1.2 ENVIRONMENT

DEFIL srl considers respect for the environment an important value.

. Wherever possible, it seeks to reduce waste production and relies on external companies for disposal in accordance with current legislation.

. It favors the use of suppliers who are attentive to environmental issues.

. It supports the work and projects of associations.

. It is committed to internal waste recycling.

1.3 HUMAN RIGHTS AND CHILD LABOUR

In its daily operations, DEFIL srl fully respects human rights and condemns any exploitation of child labour.

Furthermore, the Company does not adopt or support any form of discrimination in its hiring policies.

1.4 FREEDOM OF ASSOCIATION/WORKING HOURS/REMUNERATION

DEFIL srl respects the right to form, organize, and participate in representative bodies.

DEFIL srl complies with all applicable laws and industry standards regarding working hours, holidays, and vacations.

1.5 WORKER HEALTH AND SAFETY

DEFIL srl considers the protection of the health and safety of its workers to be essential, not only for legislative compliance purposes.

DEFIL srl guarantees adequate safety standards and DPI.

With the active collaboration of all staff, the Company promotes and implements every initiative to eliminate or significantly reduce any risk that could pose a threat to the health and safety of workers, collaborators, and anyone within the company premises.

1.6 ADMINISTRATIVE LIABILITY - CORPORATE CRIMES

DEFIL srl undertakes not to engage in or in any way encourage behaviour contrary to national laws and/or EU directives.

2. COMMUNICATION

The principles of this Code of Ethics apply to all participants in company activities. This code is incorporated into company procedures and is available for consultation by all workers, collaborators, managers, and directors.