



SUPPLIERS CODE OF CONDUCT

Ponti requires its suppliers and their employees to:

- share the Ponti principles and adhere to this Code of Conduct;
- adhere to the Ponti standards, which are non-negotiable.

When purchasing raw materials, equipment, miscellaneous goods, including packaging, and services, our choice of business partners is based on:

- quality and safety criteria;
- ethical, social and environmental principles;
- cost-benefit analysis.

This Code is based on the following priorities:

- *Excellence in product quality and safety*

Excellence in the safety and quality of Ponti products is our mission.

The quality and food safety of Ponti products have always been researched, monitored and, where possible, innovated.

- *Commitment to the protection of human rights*

We ensure full protection of human rights and support compliance with the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child, the Conventions of the International Labour Organisation (ILO) and the World Health Organisation. Our commitment to human rights and our corporate principles form the basis of our business strategy and our daily activities. Our commitment is achieved through:

- compliance with our Code of Ethics;
- the application of this Code of Conduct;
- our commitment to corporate social responsibility. www.Ponti.com/sustainability/

Ponti requires its suppliers to commit to respecting human rights and to ensure that discrimination, abuse, and harassment are not carried out for reasons based on: race, sex, age, origin, ethnicity, physical abilities, religious, political, social, and cultural diversity. In particular, Ponti calls for the protection of the rights of pregnant women.

Ponti requires all partners in the value chain to ensure maximum commitment to the elimination of child labour, starting with the worst forms, for the elimination of all forms of slavery, human trafficking, forced or compulsory labour and prison labour.



All goods purchased from our suppliers must have been obtained and processed in full compliance with all applicable laws, relevant regulations and local provisions, in addition to established by international conventions.

➤ *Working environment conditions*

- Health and safety

Ponti requires the entire supply chain to guarantee employees a healthy and safe working environment, including the development of appropriate controls and safety procedures, preventive maintenance policies and the use of protective equipment.

Together, throughout the supply chain, we are committed to preventing accidents, injuries, and work-related illnesses.

- Freedom of association and the right to collective bargaining

Ponti recommends that its partners throughout the supply chain guarantee the right of employees to join or not join trade unions without fear of repercussions, even if this is prohibited by law or government regulations.

- Wages, benefits and working hours

Our business partners around the world must ensure that employees work in compliance with all applicable laws regarding the number of hours and days, minimum salary, overtime, maximum working hours. If there is no national minimum wage in place, the wage must be comparable to that of similar local companies and in line with international standards recognised by Ponti.

➤ *Fair Trade*

The principle of fair trade implies that partners throughout the supply chain act in good faith, by respecting the principles of reciprocity and value maximisation, by avoiding the creation of unfair conditions, hindering trade, placing excessive risks and costs on other partners in the supply chain, while mutually respecting the rights of brands, trademarks and patents and intellectual property.



MUTUAL OBLIGATIONS

Written agreements

The terms of any agreement between business partners must be in writing and there must be no distinction between formal and informal agreements. In any case, written agreements must mention all agreed points, from general terms and conditions of sale to terms and conditions for distribution, promotion or marketing, joint operations, reviewing agreements, and procedures for termination or suspension of the business relationship. Every written agreement must comply with applicable laws and must be signed by all parties.

Inspections

Ponti reserves the right to carry out inspections of suppliers, their commercial practices, documentation and sites without prior notice.

In the event of non-compliance, Ponti will request corrective measures and reserves the right to terminate any agreement.

Ponti may use third parties to assess compliance with this Code.

Communication and responsibility

The Quality System Manager reports directly to the Board of Directors, and is responsible for implementing and verifying compliance with the supplier code of conduct.

The supplier code of conduct is an integral part of purchase contracts.

It is also published and available for consultation on the website. www.Ponti.com