



CODE OF ETHICS

CODE OF ETHICS: THE FOUNDATION OF A RELATIONSHIP OF MUTUAL TRUST

The Management of Berizzi Srl

INTRODUCTION

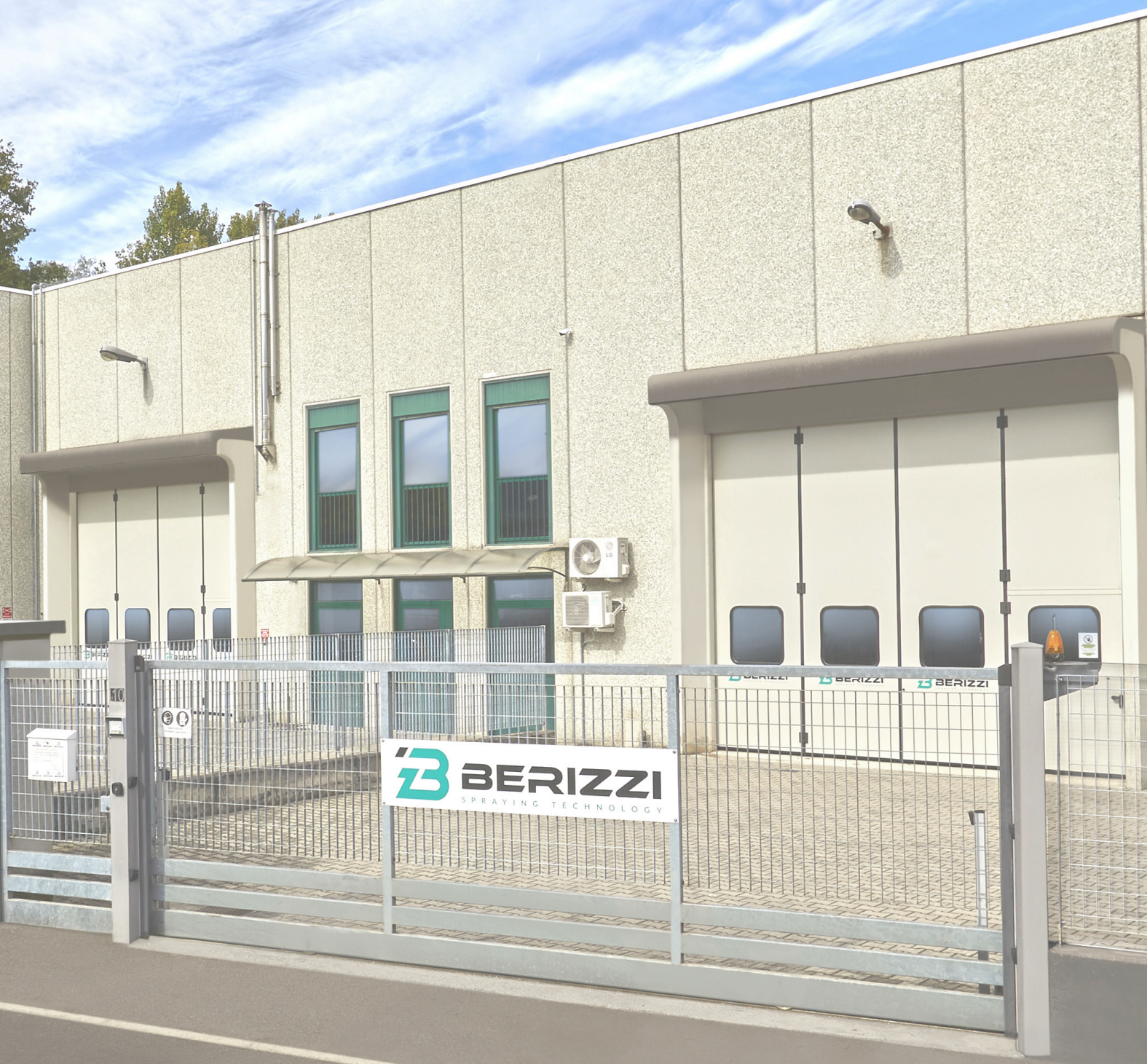
Nowadays, transparent, ethical and compliant conduct is essential for the management of business activities.

This means not only complying with the many laws and regulations in force, but also considering the expectations and aspirations of the various stakeholders.

For this reason, the Management of Berizzi Srl has approved this Code of Ethics, a document that describes the rules of conduct, aimed at supporting sustainable growth and protecting the Company's reputation, in accordance with the principles and values shared by the Company, the applicable laws and the cultural diversity of the countries in which Berizzi Srl operates.

This Code does not replace, but may be supplemented by, any other legislative, regulatory or organisational provision required by applicable laws and by the policies, procedures and/or organisational rules in force at Berizzi Srl.

These behavioural standards play a key role in every market in which our Company operates.



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OUR VALUES

VISION

We produce high-quality products with an eye to the future and customer service ready to meet every need

MISSION

We offer complete, high-quality solutions for the design, production, marketing and maintenance of pumps, spray guns and accessories for fluid transfer and spray application technology



Application of the code

The Code is one of the cornerstones of Berizzi Srl's governance model: it regulates the way in which Company operates and expresses the values shared and promoted by the workforce, with the awareness that conduct inspired by the principles of **integrity, transparency and responsibility** serves as a powerful driver for economic and social progress.

All parties with whom Berizzi Srl maintains ongoing relationships, such as consultants, customers, employees and suppliers, are required to comply with the Code of Ethics.

In this regard, all business relationships must be based on integrity and loyalty, and conducted without any conflict between personal interests and the interests of the Company.

In addition to this, the Code can be consulted by all interested Third Parties and downloaded from the Company website, **www.berizzi.it**.

We trust that our stakeholders will identify with the principles on which the Code of Ethics is based, share them and apply them as the foundation of a relationship built on mutual trust.

The value of People

People are an essential part of our Company. Dedication and professionalism are core values and key conditions to achieve the objectives set out by Berizzi Srl.

We endorse the **United Nations ("UN") Declaration on Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work**.

We are committed to creating an impartial and inclusive work environment, where individual characteristics or personal orientations do not give rise to discrimination or favouritism.

We want each Person, at every level, to contribute to maintaining a climate of mutual respect for each person's dignity and diversity within the Company.

We are committed to offering equal job opportunities to all, starting from the recruitment and hiring phases and throughout the entire growth and career path, with the aim of ensuring fair legal and salary treatment based solely on merit and competence, without any discrimination.

Our employees benefit from a written and clear employment contract that includes salary calculations and tax deductions, and outlines working hours, overtime management and sick leave protection, in accordance with current laws and, where applicable, by referring to the relevant **National Collective Labour Agreement**.

No undue pressure or harassment is permitted, and working conditions that allow for the personal and professional development of individuals are promoted. Berizzi Srl prohibits any form of discrimination and harassment against anyone, based on gender, ethnicity, belief, age, religion, nationality, marital status, family status, disability, sexual orientation or any other personal characteristic and/or condition.

Moreover, Berizzi Srl:

- does not use child labour,
- does not use forced labour,
- recognises and respects the right to work and freedom of association,
- does not tolerate any form of discrimination
- ensures a healthy and safe working environment for all Employees,
- complies with regulations on working hours,
- takes local communities into account,
- does not tolerate any form of corruption,
- conducts business in an environmentally responsible and sustainable manner.

"We acknowledge the contribution of each individual and the importance of teamwork".

We aim to focus on innovation for the development of business activities and for the sustainable growth of the Company, with continuous training being the primary channel to achieve this goal.

We support **interaction, coordination and access to know-how** as initiatives for growth and the dissemination of knowledge related to the core competences of each department.

Each Person is expected to actively contribute to the development and dissemination of knowledge within their area of competence, also actively participating in the proposed training activities, in order to optimise the system for sharing and distributing know-how among individuals.

Finally, all Berizzi employees, without exception, are required to respect and promote human rights, in accordance with international laws and regulations, including the **United Nations Declaration of Human Rights**, the conventions of the **International Labour Organisation** and the **United Nations Global Compact**.

Any deviation is promptly addressed by our Company. Employee compensation complies with current laws, including minimum wage, overtime, and legally required benefits.

Occupational Health and Safety

We promote and encourage a **culture of risk awareness, accident prevention and health protection at the workplace**. We are committed to maintaining a work environment that complies with current health and safety regulations and to ensuring all necessary preventive measures against accidents at work and occupational illnesses.

To this end, with a view to continuous improvement, we are committed to continuing our **safety certification processes**. Berizzi Srl provides its employees – at all levels and positions – with training, general and specific information and anything else that allows them to work in healthy and safe conditions and to foster a shared safety culture.

Berizzi Srl ensures that risk assessments are carried out and that appropriate corrective measures are taken to prevent risks to health, safety and the Company's activities. The Company also promotes the development and implementation of emergency plans to manage any residual risks with the utmost diligence.

By monitoring all aspects of Company work activities, Berizzi Srl ensures that machines, processes, systems and work practices are constantly improved in order to optimise safety and accident prevention performance.

Each Person is required to actively contribute to maintaining a high standard of Company safety, refraining from illegal or dangerous behaviour and promptly reporting to their manager and to the appropriate department any activities carried out by third parties that may damage the Company's assets and/or human resources. It is mandatory, in all contexts that require particular attention to personal safety, to strictly comply with the instructions provided in this regard by the designated functions, refraining from any behaviour that may put one's own and others' safety at risk, and promptly reporting to one's manager any dangerous situations for personal safety or that of third parties. We are also committed to ensuring that our products and services do not compromise the health, safety and physical integrity of our Customers and, in general, of people.

We manufacture high-quality products that meet customer expectations and comply with legal and regulatory requirements. All our processes and services are indeed certified in accordance with Standard **UNI EN ISO 9001:2015**, by a body accredited by ACCREDIA.

For all products, Berizzi has obtained the most important certifications in the industry.

Environmental protection

The environment is a primary asset that must be protected.

We are committed to reducing the environmental impact of our activities, as well as to preventing risks to people and the environment, not only by complying with current regulations, but also by taking into account the latest developments and best practices in the field. We are committed to managing environmental impact with a view to continuous improvement, by defining environmental and industrial development policies in line with the principle of impact minimisation, and by keeping up to date with both national and international environmental legislation. Our environmental strategy is also supported by the awareness that the environment can be a competitive advantage in an increasingly large and demanding market when it comes to quality and conduct.

This is why we focus our activities on the principles of sustainable development.

We are therefore committed to the responsible use of environmental resources and to positively influencing the people and communities in which we operate.

Compliance with export and import regulations

The international and local regulations governing the export and import of goods are complex and subject to continuous change.

Each Person involved in import and export transactions must take all possible actions to understand and comply with relevant trade procedures, legal requirements and applicable regulations, including customs operations and tax regimes. We conduct our business and relationships with the utmost transparency, making available to the competent Authorities all the information in our possession for the import and export of products.

Anti-corruption

Berizzi has a zero-tolerance policy towards all forms of corruption and is committed to complying with the anti-corruption laws in force in all the countries in which it operates and expects all its Stakeholders to act with honesty and integrity at all times.

Therefore, no form of material benefit, economic advantage or any other type of benefit, even non-economic, can be offered or accepted if it could be interpreted as exceeding normal business or hospitality practices, or as an attempt to gain preferential treatment in any activity related to Berizzi Srl.

Information and Privacy

Each employee or partner is required to provide clear, complete, transparent and accurate information. We are committed to ensuring the necessary confidentiality in the management of the information we possess, refraining from disclosing confidential data, unless expressly authorised by the individuals concerned and/or in accordance with current regulations.

We protect confidential information and data (acquired in relation to the activities carried out and the services provided to customers) from any use for purposes not related to business activities or for personal benefits and, in any case, without proper authorisation.

Conflicts of interest

Each Person is required to act with the utmost integrity in relationships with third parties and to avoid situations where conflicts of interest may arise and to refrain from personal advantages even with regard to business opportunities they have come across while performing their duties.

If there is even the appearance of a conflict of interest, it is the responsibility of the individual to notify their manager, who, following the established procedures, will inform the Guarantor of the Code, who will assess the situation on a case-by-case basis.

If there are cases of activities carried out outside working hours that may appear to be in conflict of interest with Berizzi Srl, each person is required to give appropriate information.

Transparency of records

Each Person is required to cooperate, within their area of competence, to ensure that management activities are correctly and promptly reflected in the accounting records.

We adhere to the principles of transparency, fairness and truthfulness in preparing and keeping these documents. Each accounting record must reflect exactly what is described in the supporting documentation and this must be complete and subject to verification. All data, operations and transactions must be legitimate, authorised, verifiable, consistent and supported by the specific internal controls that ensure the reliability of the Company's financial situation, in accordance with current laws and on the basis of the applicable accounting principles.

Integrity, transparency and fairness are the key elements to build credibility and trust in business relationships.

Relationships with Customers

The Company recognises that the appreciation of those who request products or services is of primary importance for its business success.

Berizzi Srl is therefore committed to:

- providing, with efficiency and courtesy, within the limits of the contractual provisions, high-quality products that meet or exceed the reasonable expectations of the customer;
- providing accurate and comprehensive information about products and services so that the customer can make informed decisions;
- ensuring truthfulness in advertising or other communications.

Relationships with customers must aim to guarantee excellence in terms of product, service and quality, in accordance with the principles and values indicated in the previous paragraphs. These relationships must be based on principles of mutual transparency, respect for market and antitrust rules, through reliable and fair behaviour, ensuring complete and accurate information about the products and services offered.

Relationships with Suppliers and external partners

Berizzi Srl's suppliers are considered to be valuable business partners and key contributors to the achievement of the Company's objectives.

In accordance with the principles set out in the previous paragraphs, suppliers are required to align with the values outlined in the Code and other relevant documents relating to the supply chain. Berizzi Srl's approach to engaging with suppliers, from the selection phase to the awarding and execution of contracts, prioritises excellence in quality standards, service levels, contributions to innovation, cost competitiveness and sustainability performance.

Berizzi Srl is committed to promoting equal opportunities for all potential suppliers, in line with the principles of transparency and fair business practices. Through ongoing communication and commitment, the Company aims to develop long-term, collaborative relationships with its suppliers.

Berizzi Srl promotes the adoption of common values and business objectives, undertaking to avoid cases of dependence and abuse of a dominant position, in order to ensure fair business relationships between the Company and its suppliers.

Relations with institutions and Public Administration

Relations with the Public Administration, including public supervisory authorities, are reserved exclusively for the Company functions delegated and authorised for this purpose.

These relations are characterised by maximum transparency, fairness, completeness and traceability. In the event of investigations or verifications by representatives of the Institutions, Berizzi Srl undertakes to provide all the information requested, in a complete, accurate, adequate and timely manner and to request the full cooperation of the Recipients of the Code. No behaviour that is evasive, misleading or could, even indirectly and/or unintentionally, hinder the work of judicial authorities is tolerated.

Knowledge and compliance with the Code of Ethics

We require the Recipients to be familiar with the principles and contents of our Code of Ethics, as well as the reference procedures that regulate the functions performed and the responsibilities held.

The implementation of the Code of Ethics depends on the commitment and responsibility of all, through full awareness of the contents of this document and the values that inspired it.

In fact, we require all Recipients to:

- read the Code;
- understand the principles and rules of conduct outlined in it;
- contact the functions responsible for the dissemination, awareness and compliance with the Code of Ethics to seek advice on the implementation of the Code itself;
- comply with the Code of Ethics and actively contribute to its practical implementation, including reporting any dubious behaviour.

We guarantee Recipients easy access to and consultation of the Code of Ethics on the Company website www.berizzi.it.

Contractual sanctions

We monitor compliance with the Code of Ethics by providing appropriate tools and procedures for information, prevention and control, ensuring transparency in operations and conduct and intervening, if necessary, with corrective actions.

The violation of the principles and provisions contained in the Code by third parties, including those acting in the name and/or on behalf of Berizzi Srl, constitutes a breach of contractual obligations and may, therefore, result in contractual sanctions, including termination and the activation of legal remedies.

If there are cases of activities carried out outside working hours that may appear to be in conflict of interest with Berizzi Srl, each person is required to give appropriate information.

*Berizzi Srl: a dynamic company,
constantly growing and with
an eye on the future*



BERIZZI SRL
Via Torchio, 10 24034 Cisano Bergamasco - Italy
t. +39 0341 630184 - C.F./P.IVA 03224470165 - info@berizzi.it

Registered office: Via Trieste, 569/1 - 24033 Calusco D'Adda (BG) - Italy

www.berizzi.it
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