

MANAGEMENT DOCUMENT OF MOD. 231

Supplier Code of Conduct.

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1. SCOPE.

This document is intended to show GMI's Supplier Code of Conduct.

2. FIELD OF APPLICATION.

Organisational Model 231/2001.

3. REGULATORY REFERENCES.

D.Lgs. 231/2001 Liability of entities for administrative offenses resulting from a crime.

4. TERMS AND ABBREVIATIONS.

BOD	Board of Directors
CEO	Chief Executive Officer
GMI	G.M. International S.r.l.
SB	Supervisory Body

5. SUPPLIER CODE OF CONDUCT.

5.1 INTRODUCTION.

This code of conduct applies to all businesses that provide products or services for GMI and its subsidiaries, joint ventures, divisions, or affiliates.

Our company requires that all active and potential suppliers and their employees commit to this “Code of conduct” as an essential condition for doing business.

Further specifications and documents are available on the GMI website at the following address: www.gminternational.com.

5.2 ETHICS.

5.2.1 GIFTS AND GRATUITIES.

Suppliers must not offer gifts to GMI employees.

This prohibition also includes gifts of normal value. Although giving gifts is acceptable in some cultures, GMI requests that suppliers respect its policy that forbids the acceptance of any type of gifts.

5.2.2 IMPROPER PAYMENTS.

Bribes, kickbacks and similar payments are strictly prohibited. This ban applies even when local laws may permit such activity. Employees, suppliers and agents acting on behalf of GMI are strictly prohibited from accepting such considerations under any circumstances.

G.M. International s.r.l.

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5.2.3 CONFIDENTIAL INFORMATION.

Proper management of confidential information is critical to the success of both our Company and suppliers that must protect all information, electronic data, and intellectual property or technologies with appropriate safeguards.

5.2.4 SUPPLY CHAIN TRANSPARENCY.

Supply chain transparency is required to confirm compliance to this code of conduct. To monitor this, GMI may request documentation, conduct onsite audits, review and approve corrective action plans, and verify their implementation.

5.2.5 COMUNICATION.

Suppliers are expected to assist GMI in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees and suppliers.

5.3 WORK RIGHTS, HEALTH AND SAFETY.

5.3.1 HIRING AND EMPLOYMENT PRACTICES.

Suppliers’ hiring practices must include verification of workers’ legal right to work in the country and ensure that all mandatory documents, such as work permits, are available. GMI suppliers are expected to support diversity and equal opportunity in their workplaces. Suppliers must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

5.3.2 HEALTH AND SAFETY.

Suppliers must provide workers with a safe and healthy work environment. They should take proactive measures that support accident prevention and minimize health risk exposure..

5.4 ENVIRONMENT.

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. They must ensure that their operations comply with all laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal.

6. LIABILITY.

Function	Liability
CEO	Preparation.
BOD	Approval.
SB	Application.

7. LIST OF ATTACHMENTS.

N/A.

8. REGISTRATIONS.

N/A.

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