

**CODE OF CONDUCT WITH REGARD TO SOCIAL RESPONSIBILITY**

CO.ME.CA S.p.A., within the framework of the certification process of its management systems (health and safety, environment, social responsibility (SA8000) and supervisory and management model pursuant to Legislative Decree 231/01), requires its own suppliers and any sub-suppliers, to enter into this document, summing up the minimum requirements that must be complied with in view of socially sustainable growth.

***UNDERAGE LABOUR***

To not employ underage manpower with regard to product manufacture and/or service provision; underage manpower specifically refers to people under 16 years of age.

***FORCED LABOUR***

To not employ non-voluntary staff (political detainees or not) or people undergoing unlawful restrictions to personal freedom.

***HEALTH AND SAFETY IN THE WORKPLACE***

To guarantee compliance with the relevant health and safety in the workplace standards for the purpose of safeguarding the health and safety of the staff and any other involved people.

***WORKING CONDITIONS***

To treat all staff with dignity and respect and to explicitly forbid any sort of unusual or bodily disciplinary practice.

***FREEDOM OF ASSEMBLY***

To guarantee workers with freedom of assembly, if so they should desire, and the rights of negotiating a contract as provided by the Law without any interference of restrictions.

***DISCRIMINATION***

To employ the staff consistently with their working skills, thus avoiding any sort of discrimination having to with religion, race, political creed, etc.

***WORK HOURS AND CONSIDERATION***

To guarantee its workforce a consideration that complies with the local laws in force, including the laws with regard minimum wage. The work hours cannot exceed 40 hours per week; the provided extra hours, when necessary, must be suitably compensated and shall not exceed the yearly limits provided in the standard.

***COMPLIANCE WITH THE ENVIRONMENTAL DIRECTIVE***

To guarantee compliance with the relevant environmental standard.

***COMPLIANCE WITH LEGISLATIVE DECREE 231/01 WITH REGARD TO THE COMPANY'S ADMINISTRATIVE LIABILITY***

To be aware and fully understand the regulation in force with regard to the administrative liability of legal persons and, more specifically, the provisions of Legislative Decree n. 231 dated June 8<sup>th</sup>, 2001.

To guarantee to abstain from any behaviours that may cause judicial proceedings with regard to which the sanctions provided by Legislative Decree n. 231 dated June 8<sup>th</sup>, 2001 apply.

To not be in the "black list" of terrorism and public order subversion.

**The acceptance of an order sent by CO.ME.CA S.p.a. shall imply the compliance with this code of conduct.**