

CODE OF ETHICS

ARGO DI T.M.
FUMAGALLI
S.R.L.



Introduction

Argo di T.M. Fumagalli S.r.l. is committed to conducting its business activities in accordance with ethical principles and fundamental moral values. This Code of Ethics establishes guidelines for the behavior of all those who work for Argo di T.M. Fumagalli S.r.l., including employees, managers, consultants and external collaborators. The main objective of the Code of Ethics is to promote a corporate culture based on integrity, ethics and respect, in compliance with applicable laws and regulations.

1. Integrity and Honesty

All those who work on behalf of Argo di T.M. Fumagalli S.r.l. must maintain a high level of integrity and honesty in their actions. They must act fairly and responsibly, avoiding personal or professional conflicts of interest. Manipulation, falsification and distortion of data or information are prohibited. It is essential to respect the confidentiality of company and customer information.

2. Transparency

Argo di T.M. Fumagalli S.r.l. promotes transparency in relations with stakeholders, including customers, suppliers, investors and regulatory authorities. All communications must be accurate, complete and truthful. Intentionally misleading or concealing relevant information is prohibited.

3. Respect

Mutual respect is essential to creating a healthy and inclusive work environment. Argo di T.M. Fumagalli S.r.l. is committed to prohibiting any form of discrimination based on race, gender, age, religion, sexual orientation or national origin. Respect for diversity and inclusion are actively promoted

4. Work environment

Argo di T.M. Fumagalli S.r.l. is committed to providing a safe, healthy and respectful work environment for all employees. Behavior of harassment, discrimination or violence in the workplace is prohibited. The promotion of work-life balance and the development of employees' professional skills is encouraged

5. Sustainability and Social Responsibility

Argo di T.M. Fumagalli S.r.l. is committed to conducting its activities in a sustainable manner, minimizing environmental impact and promoting responsible business practices. Social and community initiatives that contribute to the well-being of society are supported.

6. Legal Compliance

All employees of Argo di T.M. Fumagalli S.r.l. must comply with applicable laws, regulations and standards while performing their duties. Participation in illegal or fraudulent activities is prohibited. It is the responsibility of each employee to promptly report any violations or misconduct.

7. Ethical recruitment

Argo di T.M. Fumagalli S.r.l. is committed to conducting a fair, transparent and merit-based recruitment process. Equality of opportunity is promoted and all forms of discrimination are avoided in the personnel selection and recruitment process.

8. Freedom of association and collective bargaining

Argo di T.M. Fumagalli S.r.l. recognizes and respects the right of employees to freely associate with unions or other organizations representing workers. Collective bargaining is promoted as a means of reaching fair agreements and improving working conditions.

9. Women's rights

Argo di T.M. Fumagalli S.r.l. promotes gender equality and is committed to equal opportunity and fair treatment for women. Discrimination based on gender is prohibited and women's access to leadership positions and professional development is promoted.

10. Diversity, equality and inclusion

Argo di T.M. Fumagalli S.r.l. values diversity as a source of enrichment and is committed to creating an inclusive work environment where all people are treated with dignity and respect, regardless of race, ethnicity, religion, disability, sexual orientation or gender identity.

11. Rights of minorities and indigenous peoples

Argo di T.M. Fumagalli S.r.l. respects the rights of minorities and indigenous peoples, ensuring respect for their culture, traditions and fundamental rights.

12. Land, forest and water use rights and forced eviction

Argo di T.M. Fumagalli S.r.l. is committed to respecting land rights, forest and water use rights and avoiding exploitation of natural resources, in compliance with applicable laws and international standards.

13. Use of private or public security forces

Argo di T.M. Fumagalli S.r.l. uses private or public security forces only in accordance with applicable laws and regulations. Respect for human rights and fundamental freedoms during the use of such forces is promoted.

14. Application of the Code of Ethics

Argo di T.M. Fumagalli S.r.l. is committed to promoting the understanding, adherence and application of this Code of Ethics at all levels of the organization. Training, communication and control mechanisms will be in place to ensure compliance with the Code.

15. Reporting violations

It is the duty of every employee to report any violations or alleged violations of the Code of Ethics. Confidential and secure reporting channels will be made available to facilitate the communication of such reports.

16. Sanctions

Violations of the Code of Ethics may result in appropriate disciplinary measures, including the possibility of termination of employment or collaboration.

Conclusion

This Code of Ethics reflects Argo di T.M. Fumagalli S.r.l.'s commitment to conducting its business in an ethical, responsible and sustainable manner. All those working on behalf of Argo di T.M. Fumagalli S.r.l. are expected to read, understand and adhere to this Code, contributing to a work environment based on integrity and respect.