

**CODE
OF CONDUCT**

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



Introduction

This code of conduct defines the principles and requirements regarding behavior and collaboration with our clients and stakeholders and provides a common value basis for establishing and continuing a professional and collaborative relationship with Argo S.r.l:

- **Legislative Compliance and Ethical Principles**

We will conduct our business activities in compliance with the laws and regulations established by existing legal systems and with shared ethical principles, taking into consideration, as far as possible, the different ethical standards in force in other countries.

- **Compliance and safety of products and services**

We recognize our responsibility to avoid, as far as possible, the risks, disadvantages and hazards to the health, safety, environment and property of our customers or third parties that may result from the use of our products and services.

- **Bribery and corruption**

Any form of bribery or corruption will not be tolerated, and we will not engage in these kinds of relationships. This applies, in particular, to all illicit offers of payment or special forms of attention designed to secure advantageous consideration from public or private parties for the purpose of influencing decision-making. Gifts and entertainment will be accepted only in accordance with applicable laws and within the limits of normal business practices.

- **Anti-Money Laundering**

Argo is committed to preventing any attempt to launder or finance terrorism or other criminal activities;

- **Fair competition, antitrust laws, and intellectual property rights**

We will commit to operating in accordance with the laws governing fair competition, not taking part in illegal price control activities, market or customer allocation, market sharing or bidding arrangements, to respect the intellectual property rights of third parties and avoid conflicts of interest that could adversely affect business relations.

• **Respect for human rights**

We will commit ourselves:

- in promoting equal opportunity and equal treatment of people regardless of their ethnic group, race, nationality, social background, disability, sexual orientation, political or religious opinion, gender or age;
- in respecting the personal dignity, privacy and personal rights of each individual;
- not to employ individuals against their will or force them to work;
- not to tolerate unacceptable treatment of employees (including gestures, language and physical contact) as mental cruelty, sexual or personal harassment or discrimination;
- in ensuring adequate compensation and compliance with national legal minimum wage requirements;
- To adhere to the maximum working hours specified by law;
- in recognizing the freedom of employees to form associations to the extent permitted by law and not to favor, nor discriminate against, members of employee organizations or unions

• **Lavoro Minorile**

We will not employ employees under the age of 16;

• **Health and Safety of Employees**

We will do our best to:

- Take responsibility for the health and safety of our employees;
- Reduce workplace hazards and take preventive measures against occupational accidents and illnesses;
- Establish and use an appropriate occupational safety and health management system in accordance with the provisions of the law and prevention;
- Enforce appropriate rules and regulations on occupational safety, providing training and ensuring that employees are educated on occupational safety;

• **Environmental Protection**

We will abide by applicable international environmental protection regulations and laws, reducing environmental pollution as much as possible, making continuous improvements in environmental protection, establishing and using an appropriate management system in accordance with legal requirements;

- Greenhouse Gas Emissions:
 - We recognize the importance of reducing greenhouse gas emissions to mitigate climate change.
 - We take measures to monitor, reduce and offset our greenhouse gas emissions from our operational activities.
 - We promote energy efficiency, the use of renewable energy sources, and the reduction of the company's overall carbon footprint.

- Responsible Management of Chemicals:
 - We are committed to responsible management of chemicals used in our production processes or present in our products.
 - We take measures to identify, assess and manage the risks associated with chemicals, minimizing the impact on human health and the environment.
 - We provide specific training on chemical hazards, protective measures and proper disposal of chemicals.

- Noise Emission:
 - We recognize the importance of protecting the health and well-being of our employees and surrounding communities from exposure to excessive noise levels.
 - We take measures to identify, measure and reduce noise emissions from our activities and products.
 - We promote awareness and provide training on the risks associated with noise, as well as individual and collective protection measures.

• **Cooperation with Business Partners**

We will adhere to the principles of non-discrimination with regard to supplier selection and supplier relations;

- **"Conflict Minerals" Minerals from conflict zones.**

We will take reasonable efforts to avoid the use in our products of raw materials that directly or indirectly finance armed groups that violate human rights.

- **Air quality**

Argo di T.M. Fumagalli S.r.l. is committed to reducing the impact of its activities on air and air quality by taking measures to reduce emissions of greenhouse gases and other pollutants.

- **Sustainable resource management**

Argo di T.M. Fumagalli S.r.l. is committed to reducing the consumption of limited natural resources by adopting sustainable production and management techniques to ensure long-term resource durability.

- **Waste Reduction**

Argo di T.M. Fumagalli S.r.l. is committed to reducing the amount of waste produced by taking measures for waste prevention, reuse and recycling.

- **Reuse and recycling**

Argo di T.M. Fumagalli S.r.l. is committed to promoting the reuse and recycling of materials and products to reduce environmental impact and the amount of waste produced.

- **Animal welfare**

Argo di T.M. Fumagalli S.r.l. is committed to respecting the rights of animals and adopting practices that improve their welfare, based on ethical principles and scientific recommendations.

- **Biodiversity, land use and deforestation**

Argo di T.M. Fumagalli S.r.l. is committed to preserving biodiversity, managing land use sustainably and avoiding deforestation and destruction of natural habitats.

- **Water quality, consumption and management**

Argo is committed to ensuring the quality and safety of water used in its operations and products. This includes regularly monitoring water quality and taking measures to prevent pollution and protect water resources. In addition, Argo promotes responsible water consumption practices by seeking to reduce water use, adopting water-efficient technologies, and raising employee awareness. Sustainable management of water resources is a priority, and Argo regularly monitors and evaluates its performance in this area, taking corrective measures to continuously improve practices

- **Soil quality**

Argo di T.M. Fumagalli S.r.l. is committed to protecting soil quality and adopting production and management practices that promote its conservation and regeneration

Baranzate, lì 02/06/2023

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