



SUPPLIER CODE OF CONDUCT

APPROVED BY THE BOARD OF DIRECTORS ON 26 OCTOBER 2023

MUTTI S.P.A.

**REGISTERED OFFICE IN MONTECHIARUGOLO (PR), VIA TRAVERSETOLO, 28, 43022
VAT No.: 02758310342**

1. Introduction

Mutti S.p.A. (hereafter "**Mutti**") has always been committed to observing all applicable regulations in the belief that the way we conduct our business is just as important as the results we achieve and that nobody should mistakenly assume that our business objectives are more important than legal and ethical standards.

In accordance with these principles, all business and commercial relations must be based on integrity and loyalty, by means of fair and transparent negotiations, and must be conducted without any conflict between corporate and personal interests, with due respect for the Company's core values.

This document, called the "**Supplier Code of Conduct**", specifically describes the principles of conduct that must characterise Suppliers' business relations with Mutti and its subsidiary companies (hereinafter "**Subsidiaries**"). By signing this document, the Supplier undertakes to comply with the principles and provisions contained herein and to apply them for the entire duration of all its relations with Mutti.

2. Compliance with the principles and rules contained in the Supplier Code of Conduct

Suppliers undertake to comply with the obligations contained in this Supplier Code of Conduct and to ensure the compliance of their subcontractors and all group companies to which the Supplier belongs.

The Supplier Code of Conduct is considered an integral part of the supply contract with the Supplier, which will therefore be terminated, pursuant to and in accordance with art. 1456 of the Civil Code, if Mutti becomes aware of a serious breach of the Supplier Code of Conduct. In the event that the principles set out in this Supplier Code of Conduct are not respected or the Supplier refuses to implement specific corrective measures, Mutti reserves the right to terminate the relationship and/or any contractual agreement with the Supplier or service provider concerned, in accordance with the contractual provisions that govern the relationship.

3. Respect for the Law

Suppliers undertake to comply with national and international laws and regulations and any other international agreement applicable to the contractual relationship with Mutti and/or its Subsidiaries.

4. Anti-corruption and anti-money laundering

Suppliers undertake to comply with all applicable anti-corruption laws and regulations. In particular, when performing their activities, Suppliers must be inspired by the principles of the utmost accuracy, completeness and transparency of information, legitimacy in form and substance, and clarity and truthfulness of the information provided to the public, in accordance with the rules and regulations in force. Suppliers must also comply with laws on anti-money laundering, self-laundering and receiving money, goods or other benefits.

5. Conflict of interest

Suppliers undertake to adopt the principles of business ethics and transparency and to avoid or report any conflict of interest that may influence their business relationship with Mutti and its Subsidiaries or affect their ability to perform their activities impartially and for the benefit of Mutti and/or its Subsidiaries and/or other third parties.

6. Respect for competition

Suppliers undertake to comply with all applicable antitrust laws and regulations and to pursue the principles of fair and transparent competition. Suppliers are also forbidden, when performing their activities, from engaging in any practice that is restrictive or capable of unlawfully disrupting the market.

7. Protection of intellectual property and confidentiality in business dealings

Suppliers undertake to respect the intellectual property of Mutti and its Subsidiaries, as well as that of third parties, and shall be held responsible for the use or possible infringement of patents and/or trademarks and/or other intellectual property rights used when performing their activities.

In compliance with applicable laws and regulations, suppliers also undertake not to disclose to third parties, and in any case for reasons not strictly related to the execution of the contract, technical information and all confidential and strategic information made available by Mutti or its Subsidiaries.

Suppliers are also obliged to respect the right to privacy of employees, undertaking to use the data and information provided correctly, in accordance with the law and applicable regulations.

8. Work

(i) Equal opportunities - non-discrimination

Suppliers are obliged to guarantee equal employment opportunities to all persons without any discrimination based on race, colour, gender, language, religion, ethnic origin, disability, marital status, sexual orientation, political or trade union opinion, guaranteeing working conditions that respect the dignity of individuals, safeguarding workers from acts of physical or psychological violence or exploitation and preventing any behaviour that is discriminatory or harmful to individuals. Mutti also requires Suppliers to promote equal treatment in the workplace, diversity, fairness and inclusion.

ii) Human rights

Suppliers undertake to respect and promote the human rights of workers, identifying, assessing and mitigating the potential risk of violation of these rights in relation to their business. Mutti respects the human rights of all those who work for or with the Company and rejects every kind of exploitation, especially in the form of forced labour, wherever its business activities are carried out.

iii) Forced labour

Suppliers shall respect internationally accepted principles, values and best practices on labour rights, refraining from any form of forced or compulsory labour. Any behaviour that can be qualified as a modern form of slavery or as forced/child labour, or any other practices of a similar nature, shall not be tolerated.

(iv) Child labour

Suppliers undertake to comply with the minimum age of employment and the compulsory school leaving age established by applicable laws and regulations.

(v) Freedom of association of workers

Suppliers undertake to comply with all applicable laws and regulations aimed at ensuring the freedom of association of workers and recognising the right to collective bargaining.

(vi) Respect for contractual conditions

The minimum remuneration of employees may not be lower than the level established by collective agreements and applicable laws and regulations. Working hours must respect the number of hours stipulated in the national contract for the category. Overtime hours are agreed with workers with complete respect for their rights and are not demanded on a regular basis. Where performed, overtime is remunerated in accordance with the regulations. Employees must also be guaranteed rest periods (including leave), leave of absence and holidays as established by their contracts and collective labour agreements and in accordance with all applicable legal provisions.

Suppliers shall guarantee the prompt payment of all contributions to which their workers are entitled.

9. Occupational Health and Safety

Suppliers undertake to comply with all applicable laws and regulations concerning worker health and safety, occupational hygiene and accident prevention in the workplace. Suppliers shall guarantee workers personal protective equipment and safe working procedures and undertake to create a working environment attentive to the issue of health and safety in order to remove the causes that may endanger the health, safety and security of their staff and third parties.

Suppliers undertake to provide training and information on occupational health and safety.

10. Respect for the environment

Suppliers shall comply with applicable environmental laws and regulations and conduct themselves responsibly with the aim of avoiding or reducing environmental risks, respecting the health of the population and environmental integrity.

11. Books and accounting records

Mutti requires all its counterparties to act correctly and honestly to ensure that all books and records are supported by adequate documentation (such as contracts, invoices, etc.) and that these are kept and filed in a comprehensive, accurate, reliable and secure manner.

Suppliers must also guarantee correct, honest and transparent tax management in accordance with current industry regulations.

12. Checks and reports

Mutti reserves the right to perform checks and inspections, either directly or through formally appointed third parties, in order to verify the Supplier's compliance with this Supplier Code of Conduct, also with particular attention to compliance with the contractual conditions of workers employed by Suppliers. In the event that the Supplier becomes aware of any violation of the values and principles of this Supplier Code of Conduct or of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/2001, or violations of national and European Union law, it is encouraged by

Mutti to make a report through the report management system ("Whistleblowing System") implemented by the Company in accordance with the legislation in force (Leg. Decree 179/2017 and Leg. Decree 24/2023) and accessible from the company website www.mutti-parma.com.

Suppliers shall inform their staff of the existence of the Whistleblowing System in relation to their contract with Mutti.

Date/Place

Supplier Stamp and Signature