

1. Introduction

Cavagna Renato Srl's Code of Ethics is a guide to the principles and values that guide our daily actions, promoting a work environment based on honesty, respect, and responsibility. This code applies to all employees, managers, and collaborators of the company, and extends to all company activities.

2. Core Values

- **Integrity and Transparency:** All corporate decisions must be made honestly, transparently, and in compliance with applicable laws and regulations.
- **Social Responsibility:** The company is committed to contributing positively to the community and behaving responsibly towards the environment and society.
- **Respect and Equality:** Every individual is treated with dignity and respect, without discrimination of any kind (racial, gender, religious, etc.).
- **Quality and Safety:** The company is committed to ensuring the quality of its products/services and the safety of all workers, customers, and stakeholders.

3. Professional Conduct

- **Honesty and Integrity:** Employees must act with integrity in all work activities and professional interactions, avoiding conflicts of interest.
- **Confidentiality and Privacy:** All confidential company information must be protected. The personal data of customers and employees must be treated confidentially and in accordance with data protection laws.
- **Conflicts of Interest:** Employees are required to avoid situations that could lead to conflicts of interest between their professional activities and personal interests.

4. Customer and Supplier Relations

- **Quality of service:** We are committed to providing our customers with products and services that meet the highest quality and safety standards.
- **Contractual Compliance:** Every contractual commitment must be respected and managed with the utmost transparency and fairness.
- **Fair Play with Suppliers:** Suppliers are selected based on criteria of quality, competence, and social responsibility. All supplier relationships must be based on fair and respectful treatment.

5. Work Environment

- **Workplace Safety:** The company is committed to ensuring a safe and healthy work environment, compliant with health and safety regulations.
- **Employee Well-being:** The physical and psychological well-being of employees is a priority. The company promotes an inclusive and harassment-free work environment.
- **Sustainability:** The company promotes the adoption of sustainable practices and respect for the environment in all its operations.

6. Legal and Regulatory Rules

- **Compliance with Laws:** All company activities must be conducted in full compliance with local, national, and international laws, rules, and regulations.
- **Anti-Corruption and Anti-Mafia:** The company is committed to preventing and combating all forms of corruption and illegal activity, promoting a culture of legality.
- **Modern Slavery:** In all our operations, we are committed to conducting business in a legal, ethical, and socially responsible manner and to fostering a culture of compliance with applicable laws, rules, and regulations, including those related to human rights. This commitment extends to our relationships with our suppliers.

7. Corporate Commitments

- **Ethical Culture:** The company is committed to promoting a culture of ethics and training its employees on the principles contained in the Code of Ethics.
- **Reporting and Monitoring:** The company will periodically monitor compliance with the Code of Ethics and take corrective measures if necessary.

8. Conclusions

Cavagna Renato Srl's Code of Ethics is a fundamental tool for guiding our daily business. Every employee, collaborator, and partner is required to comply with it to ensure that the company always operates with honesty, responsibility, and transparency.

Amendments and Updates

This Code of Ethics may be updated periodically to meet company needs and regulatory changes. Any changes will be communicated to all interested parties.

APPROVED BY THE BOARD MANAGEMENT ON 16/02/2026