



CODE OF ETHICS

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Amer S.p.A. and its subsidiaries (hereafter Amer Group) have an international presence with a total of approximately 600 employees, operating in 85 countries worldwide. At Amer Group we are proud of our history of corporate responsibility towards our employees and the communities in which we operate.

Our daily actions are guided by rules of conduct, principles and values, which are called 'Ethics'. When we move these concepts from individual action to an organizational and business environment, we find the concept of "Corporate Social Responsibility". Amer Group interprets Corporate Social Responsibility as the ability to integrate its business activities with the respect and protection of the interests of all the partners and individuals with whom it deals, with the protection of environmental resources and their preservation for future generations. Our employees and contractors are committed to performing their activities diligently, fully aware that ethics is a major concern for Amer Group.

This Code of Conduct is an official document of Amer Group, which contains the set of principles for the conduct of its business and the exercise of its activities. It does not serve to increase the degree of compliance with the law, because legal responsibility, compliance with the law and fairness are a prerequisite.

We are aware that the provisions of the following Code of Conduct constitute the required minimum standards. Should it turn out that both national law and the basic code cover the same issues, the provision offering greater protection will apply.

HUMAN RIGHTS AND LEGAL COMPLIANCE

We respect human rights and respect laws, values, standards and social systems in all nations.

ETHICAL WORKING PRACTICES

Our standards go beyond mere compliance with binding laws and regulations. We expect our workers to act ethically in their work activities and in all associated activities.

INTEGRITY AND TRANSPARENCY

All activities carried out are characterized by respect for the principles of integrity and transparency and are conducted with loyalty and a sense of responsibility, fairness and in good faith. Amer Group is committed to ensuring fairness, completeness, accuracy, uniformity and timeliness in the management and communication of corporate information, thus avoiding misleading behavior from which undue advantage may be taken.

DISCRIMINATION

We do not tolerate any form of discrimination based on gender, age, race, nationality, disability, religion, social background and sexual orientation. We support equal opportunities.

SOUND BUSINESS PRACTICES

Our market position is the result of excellent quality of products and services as well as our performance. We do not apply unfair business practices to the detriment of our competitors or other players in the market.

CHILD LABOUR

We condemn child labor and observe the rules for the minimum age of all workers.

FORCED LABOUR AND MISTREATMENT

We condemn forced labor and the mistreatment, threats and harassment of workers.





CORRUPTION

We condemn all forms of corruption. Legal prohibitions apply to transactions with companies and contracts with politicians and public officials.

FREEDOM OF ASSOCIATION

We recognize the right of freedom of association for our workers. We work on the basis of trust with the workers' representatives.

FAIR WAGES AND WORKING HOURS

Wages, social security contributions and working hours comply with the relevant CCNL and current legislation.

HEALTH AND SAFETY

We protect our employees from workplace hazards and promote measures to support health.

PRODUCT SAFETY AND QUALITY

We are aware that the safety and reliability of our products are the basis of our success. It is our habit to offer our customers products of impeccable high quality. Our quality control department is an integral part of all our operations. We comply with the legal requirements concerning quality and safety and strive to exceed them.

ENVIRONMENTAL PROTECTION

We design our products, services and production processes to be environmentally friendly and energy efficient. We comply with environmental requirements in all our areas of operation and use natural resources responsibly.

DATA PROTECTION AND SECURITY

The protection of the data of our employees, customers and suppliers is of high importance to us. Therefore, we only collect, store or process personal data if this is necessary for reasons permitted by law.

Management

A handwritten signature in black ink, appearing to read 'C. Basso'.

