



**Since 1965 designing and manufacturing
rubber metal anti-vibration mounts**

Fizzonasco, 1st October 2020

Code of Conduct

Patrini Giacomo Srl has been acting since long time on the market and is known for very good reputation and trustworthiness in conducting business with integrity and compliance with the laws and regulations governing its activities. Company value of commitment in the sustainable development are constantly applied to strategic and operative decisions.

Sphere of application

Patrini Giacomo Srl adopted this Code of Conduct to set principles in relationships with personnel, commercial partners and all interested third parties. It is also applied to all professional roles at any level, and it is used for the ongoing evaluation of new or steady suppliers.

Business principles

Legal compliance

Patrini Giacomo Srl strictly applies Italian laws and norms for job regulation. In case of lack of norms reference is the updated jurisprudence.

Relationships with commercial partners

Patrini Giacomo Srl acts with commercial partners according to the highest fairness standards. Therefore, it is absolutely excluded that gifts, money or benefits are requested or offered to customers or suppliers. Also, employees cannot accept any kind of pressure that could affect or appear to affect their objectivity in their business activity.

Political relationships are absolutely avoided and cannot influence fairness in business activity.

Managers and employees at Patrini Giacomo Srl conduct their private activities in a manner that does not conflict or appear to conflict with the interests of the company. In case, it will be immediately notified to the General Management.

Accounting and reporting

Patrini Giacomo Srl takes accounting according to the correct accounting principles and strictly meets Italian fiscal laws. All financial transactions are carried out with highest transparency and in accordance with norms of Italian bank system.

Patrini Giacomo Srl

Registered and Operation office: Via Sardegna, 50-52-54 – 20072, FIZZONASCO DI PIEVE EMANUELE (MI) – Italy
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ISO Certified Company for Quality Management System Uni EN ISO 9001:2015 - no. IT-10483

ISO Certified Company for Environmental Management System Uni EN ISO 14001:2015 - no. IT-78664



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Internal and external communications

Patrini Giacomo Srl encourages exchange of ideas and communication within the company and with commercial partners.

Human rights and job

Human rights and non-discrimination

Within its activity, Patrini Giacomo Srl applies international norms on human rights. Regarding choice of employees, no discrimination is made for sex, race, religion, age, disability, sexual orientation, nationality, political opinions, union affiliation, ethnic or social background. For minimum age and working conditions, Italian laws norms and jurisprudence are applied.

Workplace

Patrini Giacomo Srl strictly follows Italian laws for workplaces regarding safety and health.

Responsibility of managers and employees

Managers and employees at Patrini Giacomo Srl implement and divulgate this policy with their way of acting. Anonymous warning of unacceptable behaviours is encouraged. Implicit or explicit tolerating behaviours cannot be accepted. In this case disciplinary sanctions according to Italian laws and collective job contracts will be applied.

Environmental principles

Resources efficiency

Patrini Giacomo Srl products and processes are designed and carried out maximizing efficiency and minimizing wastes and residuals.

Environmental check

Patrini Giacomo Srl strictly meets Italian laws and norms. Mainly products with low environmental impact and minimizing health risks are chosen.

This Code of Conduct has been drawn by Patrini Giacomo Srl ownership that can modify it anytime providing written communication.

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