



***Dal 1965 progettisti e produttori di  
antivibranti in gomma metallo***

Fizzonasco, 14.3.2022

## **ETHICAL CODE**

The Patrini Giacomo Srl company has been operating on the market for a long time and is known for its excellent reputation and seriousness in conducting business with integrity and in compliance with the laws and regulations governing its activity. The corporate values of commitment to sustainable development find constant application in business decisions, both operational and strategic.

### **Application's sphere**

Patrini Giacomo Srl has adopted this code of conduct to establish the principles in relations with collaborators, commercial partners and all interested third parties. The same applies internally to all professional figures at any level and is used for the continuous evaluation of new and long-standing suppliers.

### **Company's principles**

#### **Legal compliance**

Patrini Giacomo Srl faithfully applies Italian labor laws and regulations. For cases where the standard is missing, we refer to the most up-to-date jurisprudence.

#### **Relationships with commercial partners**

Patrini Giacomo & C 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 & C. 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 & C draws up the accounts following 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.

#### **Internal and external communications**

Patrini Giacomo & C. 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 & C. 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.

#### **Patrini Giacomo Srl**

Sede legale e operativa: Via Sardegna, 50,52,54 – 20072, FIZZONASCO DI PIEVE EMANUELE (MI)

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**Azienda certificata per il Sistema di Gestione Qualità Uni EN ISO 9001:2015 – certificato nr. SQ-214527**

**Azienda certificata per il Sistema di Gestione Ambientale Uni EN ISO 14001:2015 – certificato nr. IT-134937**



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**Workplace**

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

**Responsibility of managers and employees**

Managers and employees at Patrini Giacomo & C. 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 these cases disciplinary sanctions according to Italian laws and collective job contracts will be applied.

## **Environmental principles**

**Resources efficiency**

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

**Environmental check**

Patrini Giacomo & C. 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 & C. ownership that can modify it anytime providing written communication.

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