



## VERONESI MANGIMI SUPPLIERS' CODE OF CONDUCT

### 1. CONTEXT AND SCOPE OF APPLICATION

This Suppliers' Code of Conduct reflects the core values of VERONESI MANGIMI ("Veronesi") concerning human rights, sustainability, product quality, and transparency. The Code applies across Veronesi's entire supply chain and is binding upon all suppliers maintaining business relations with Veronesi (the "Suppliers").

Suppliers undertake to promote compliance with this Code among their own supply chain partners, implementing a structured management system proportionate to the scale and nature of the activities carried out.

This Code encourages responsible and collaborative management of business relations with Veronesi. Veronesi reserves the right to request documentary evidence, audits, self-certifications, formal declarations, certifications, and/or any other appropriate measures to verify compliance with the Suppliers' Code of Conduct.

### 2. TRANSPARENCY AND ACCESSIBILITY OF THE SUPPLIERS' CODE

Veronesi publicly discloses this Suppliers' Code of Conduct in order to ensure its accessibility to all stakeholders.

### 3. INTEGRITY, LEGAL COMPLIANCE, AND TRANSPARENCY

The Supplier declares that it operates in full compliance with applicable national and international laws and regulations, including but not limited to those concerning labor, health and safety, environmental protection, taxation, trade, and industry.

All activities conducted by the Supplier shall be carried out in accordance with the principles of integrity, fairness, and traceability.

Veronesi condemns all forms of corruption, whether active or passive, as well as any practices that may undermine the autonomy and transparency of decision-making processes involving any stakeholders within Veronesi's and the Suppliers' supply chains.

### 4. HUMAN RIGHTS AND WORKING CONDITIONS

The Supplier acknowledges that the protection of human dignity, fundamental rights, and individual well-being constitutes a non-negotiable principle and ensures compliance with this principle throughout all phases of its production process.

By adhering to this Code, the Supplier undertakes to safeguard workers' rights by promoting safe, inclusive, and respectful working environments based on equity and non-discrimination.

In line with international standards on human rights and working conditions, Veronesi expects the Supplier to implement policies aimed at fully protecting its personnel, ensuring compliance with applicable laws and the adoption of measures to guarantee workers' physical and psychological well-being, safety, and health.

#### 4.1 Prohibition of Forced or Compulsory Labor

The Supplier firmly opposes all forms of forced, bonded, or compulsory labor and condemns its use in any manifestation.

The Supplier affirms that all employees are free to accept and terminate their employment voluntarily, without being subjected to intimidation, threats, or retaliation.

#### 4.2 Protection of Minors

The Supplier recognizes the rights of children and refrains from employing child labor in violation of applicable laws concerning the minimum age for admission to employment. The Supplier ensures that all personnel work under safe and lawful conditions.

#### 4.3 Equal Opportunity and Inclusiveness

The Supplier promotes diversity and inclusion and condemns all forms of discrimination based on, inter alia, race, ethnic origin, gender, religion, disability, sexual orientation, age, political opinions, or any other personal status. The Supplier ensures equal opportunities and fosters an inclusive, fair, and respectful working environment.

#### 4.4 Health and Safety in the Workplace

The Supplier acknowledges the importance of a safe and healthy working environment in compliance with applicable legislation and declares the adoption of appropriate measures to prevent accidents, injuries, and occupational

diseases.

The Supplier provides adequate safety training, ensures the availability of personal protective equipment, and maintains risk management systems in line with national and international standards.

#### **4.5 Freedom of Association and Collective Bargaining**

The Supplier recognizes its employees' right to freely form and join trade unions and to participate in collective bargaining processes, without any restriction on such freedoms.

#### **4.6 Employment Contracts and Fair Remuneration**

The Supplier acknowledges the value of its employees and guarantees them fair remuneration, proportionate to the work performed and sufficient to meet their basic needs and those of their families, ensuring decent living conditions. The Supplier ensures that employees are provided with employment contracts specifying terms of employment, including rights, obligations, and remuneration arrangements, in accordance with applicable labor laws and relevant collective bargaining agreements.

#### **4.7 Working Hours and Rest Periods**

The Supplier acknowledges the importance of work-life balance and respects employees' rights to rest and leisure. The Supplier ensures compliance with applicable laws governing, inter alia, working hours, daily and weekly rest periods, holidays, and overtime.

#### **4.8 Disciplinary Practices**

The Supplier condemns corporal punishment, abuse, harassment, and any form of physical or psychological mistreatment.

The Supplier ensures that any disciplinary measures are proportionate to the underlying conduct and in full compliance with applicable legal standards.

#### **4.9 Reporting and Grievance Mechanisms**

The Supplier declares that it has established or will establish effective and confidential reporting mechanisms that allow workers to report violations of their rights safely and without fear of retaliation.

#### **4.10 Decent Living Conditions**

Where the Supplier provides accommodation to employees, it ensures that housing facilities are safe, sanitary, and dignified, in compliance with applicable health and safety regulations.

#### **4.11 Relations with Local Communities and Protection of Indigenous Peoples' Rights**

The Supplier acknowledges the value of cultural diversity and respects local communities and indigenous populations. It promotes dialogue and cooperation with them and contributes to the development of the territories in which it operates, in full respect of local culture, traditions, and values.

### **5. ENVIRONMENTAL RESPONSIBILITY**

The Supplier acknowledges that environmental protection is a fundamental element of sustainable and responsible development. The Supplier undertakes to ensure that its production and operational activities do not cause adverse environmental impacts and are conducted in compliance with applicable environmental laws in the territories where it operates.

Where requested by Veronesi, the Supplier shall provide detailed information, formal declarations, and documentation demonstrating the origin of raw materials, methods of production, and any related environmental and/or sustainability certifications.

#### **5.1 Sustainable Water Resource Management**

The Supplier declares that it uses water efficiently and responsibly, adopting technologies and practices aimed at reducing consumption and protecting water resources and mitigating any water stress, in compliance with applicable regulations.

#### **5.2 Responsible Management of Waste, Residuals, and Discharges**

The Supplier declares that it has implemented, or will implement, effective systems for the reduction, segregation, recycling, and safe disposal of hazardous and non-hazardous waste, residuals, and discharges, in accordance with applicable laws.

### 5.3 Energy Efficiency and Reduction of Consumption

The Supplier undertakes to reduce energy consumption and to improve operational efficiency through the adoption of sustainable technologies and practices.

### 5.4 Product Quality, Safety, and Traceability

The Supplier acknowledges the importance of ensuring that its products meet the contractual quality and safety standards, as well as applicable national and international regulations.

To this end, the Supplier shall adopt adequate quality management and control systems appropriate to its activities to ensure compliance with the relevant standards.

The Supplier also undertakes to adopt management systems enabling the traceability of products and raw materials throughout the supply chain.

### 5.5 Genetically Modified Organisms and Active Substances

The Supplier guarantees that all products supplied are fully compliant with applicable legislation and international standards concerning Genetically Modified Organisms (GMOs), additives, and active substances used in products.

## 6. MANAGEMENT SYSTEMS AND RULES OF ENGAGEMENT

The Supplier shall take the necessary measures to establish management systems that include, inter alia, objectives, policies, and procedures.

Compliance with this Code may be ensured through a supply chain control process based, inter alia, on self-declarations, risk and impact assessments, data collection, and internal or third-party audits.

Veronesi reserves the right to conduct, inter alia, inspections, audits, and verifications (including unannounced ones) at the operational sites of Suppliers and their partners involved in the production and supply of products and raw materials destined for Veronesi.

Such activities may be carried out either directly by Veronesi or through third parties appointed by Veronesi.

The Supplier shall provide full cooperation and ensure access to all necessary information, documentation, and personnel required for the proper execution of such verifications.

In the event of any non-compliance with the principles set forth in this Code, the Supplier shall implement corrective mechanisms to address and remedy such non-compliance.

## 7. SUPPLIER DECLARATIONS

Veronesi aims to establish and maintain transparent and long-lasting relationships with its Suppliers. For this reason, adherence to this Code is a mandatory condition for initiating, maintaining, and developing any commercial relationship with Veronesi.

In this context:

- I. **The Supplier undertakes to comply with the principles outlined above, which are considered essential for continuing commercial relations with Veronesi;**
- II. **The Supplier commits to adopting a system capable of monitoring and reporting to Veronesi any significant changes concerning the conditions and obligations undertaken pursuant to this Code, including applicable product quality and safety standards;**
- III. **The Supplier undertakes to implement a system to correct any non-compliance with the principles of this Code;**
- IV. **The Supplier authorizes Veronesi, or third parties designated by Veronesi, to carry out inspections and audits, whether announced or unannounced, in accordance with the commitments undertaken, as well as any applicable agreements and/or contracts;**
- V. **The Supplier undertakes to disseminate this Code to its own supply chain partners, including, inter alia, employees, agents, subcontractors, suppliers, and sub-suppliers, and to ensure that such parties also implement systems capable of upholding the principles set forth herein when participating in the supply of goods and/or services to Veronesi.**

COMPANY: \_\_\_\_\_

DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

