

CODE OF CONDUCT

REV.00 OF 09.2024

INTRODUCTION

Since 1928, Mori 2A has been a benchmark in metalworking, combining traditional craftsmanship and technological innovation. Over the course of a century, the Mori family has developed a solid reputation based on values of perseverance, foresight and expertise. In 1991, with the entry of the third generation of entrepreneurs, the company definitively consolidated its transition to a modern industrial reality, embodied today in the identity of Mori 2A. Mori 2A's distinctive approach combines craftsmanship experience in the metal industry with advanced technological solutions. This synergy makes it possible not only to meet the growing demands of a globalised and specialised market, but also to maintain a constant commitment to innovation and excellence in production. In this context, Mori 2A emerges as a successful intergenerational model, able to grow and adapt to contemporary challenges through a harmonious balance between tradition, expertise and technology.

This Code of Conduct establishes the minimum behavioural requirements of our internal and external stakeholders and is intended as complementary to the various and eventual commercial agreements or contracts stipulated between Mori 2A and third parties.

In the event that laws, regulations or local rules impose stricter requirements than this Code, it is agreed that these stricter requirements must be complied with.

FORCED LABOUR

Mori 2A repudiates all forms of forced labour, human trafficking or exploitative practices in its supply chain. All work must be performed voluntarily, free from any form of threat or retaliation. Slave labour, slavery-like practices, servitude or other forms of control or repression, including economic or sexual exploitation, are prohibited. The withholding of personal property, passports, wages, work certificates or other documents as a means of conditioning or blackmail is unacceptable. Employees must be able to terminate their employment at any time, in compliance with applicable legal regulations. Furthermore, any detrimental treatment of workers, such as psychological harm, sexual or personal harassment, intimidation and humiliation, is not tolerated. The use of security forces, both private and public, must also be controlled to prevent violations of the prohibition of torture and cruel, inhuman or degrading treatment.

CHILD LABOUR

Mori 2A strictly prohibits the use of child labour in any stage of production. The definition of child labour is based on the specifications of the International Labour Organisation (ILO), in particular Convention No. 138 of 26 June 1973 on the Minimum Age for Admission to Employment and Convention No. 182 of 17 June 1999 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. The minimum age for employment must not be lower than the age at which compulsory schooling under local law ends and, in any case, not less than 15 years. If the local law stipulates a higher minimum age or an extension of compulsory schooling, the higher age or stricter regulation prevails. If children are discovered to be at work, the company is obliged to provide adequate financial or other support necessary for the children and young employees involved to enable them to attend school and remain there until they no longer meet the definition of a child or young worker.

FAIR REMUNERATION

Mori 2A is committed to ensuring fair remuneration for all workers within its supply chain. Wages and benefits paid must meet at least the minimum legal standards or prevailing industry standards, with the highest standards being chosen. Wages must be sufficient to cover the basic needs of workers and their families and include a discretionary share. No wage cuts are allowed as a disciplinary measure. Workers must receive clear and comprehensible information on their wages, including details on pay periods, wage composition and any deductions. Overtime work must be paid at above standard rates and must be voluntary. Mori 2A promotes transparency in remuneration practices and encourages the adoption of decent wages that go beyond the minimum legal requirements.

FREEDOM OF ASSOCIATION

Mori 2A strongly supports the right to freedom of association and collective bargaining for all workers. Employees must have the right to form and join trade unions of their choice without fear of retaliation, intimidation or harassment. Workers' representatives must be able to carry out their trade union functions in an environment free of interference and discrimination. Collective bargaining practices must be respected and decisions made through such negotiations must be honoured. Mori 2A promotes open and constructive dialogue between management and workers, recognising that transparent communication and the active participation of employees are fundamental for a positive and productive working environment.

DISCRIMINATION

Mori 2A is committed to promoting an inclusive and discrimination-free working environment. Discrimination of any kind, whether direct or indirect, based on race, colour, sex, gender identity, sexual orientation, age, religion, ethnic or national origin, disability, marital status, pregnancy status or any other characteristic protected by law is not tolerated. All employees must be treated with respect and dignity, and decisions regarding hiring, promotion, training, compensation and other conditions of employment must be based solely

on criteria of merit, competence and performance. Mori 2A adopts policies and practices that promote diversity and inclusion, ensuring equal opportunities for all employees and creating an environment in which each individual can contribute to the best of his or her abilities.

MOBBING

Mori 2A is committed to ensuring a respectful and safe working environment, free from any form of bullying. Bullying, defined as a series of hostile, repeated and systematic behaviours aimed at marginalising, humiliating or damaging an employee, is absolutely unacceptable and will not be tolerated. All employees, regardless of their role or hierarchical level, have the right to work in an environment that promotes mutual respect and psychological well-being. Mori 2A encourages employees to promptly report any instances of bullying, ensuring that all reports will be taken seriously, investigated promptly and confidentially, and dealt with by appropriate disciplinary measures. We are committed to promoting a corporate culture based on respect, dignity and cooperation.

HEALTH AND SAFETY

Mori 2A is deeply committed to ensuring a safe and healthy working environment for all employees. The health and safety of workers is a top priority and must be respected at every stage of operations. All workplaces must comply with local health and safety laws and regulations and follow industry best practices. Appropriate preventive measures must be implemented to identify, assess and mitigate potential health and safety risks. Employees must receive continuous and adequate training to operate safely, and must have access to all necessary protective equipment. In addition, a safety culture is encouraged where workers are free to report incidents, risks and concerns without fear of retaliation. Mori 2A is committed to continuously improving health and safety standards, promoting the physical and mental well-being of all its employees.

REPORTING AND WHISTLEBLOWING

Mori 2A encourages the reporting of any behaviour that is unethical, illegal or in breach of the Code of Business Conduct, through a secure and confidential whistleblowing system (PRS2.00 External Reporting Procedure <https://www.mori2a.com/en/conformity/> and PRS3.00 Internal Reporting Procedure). All employees, suppliers and business partners have the right and responsibility to report concerns or suspicions of malpractice without fear of retaliation. Reports may be made anonymously and will be treated with the utmost seriousness and confidentiality. Mori 2A guarantees that all whistleblowings will be investigated promptly and thoroughly and corrective action will be taken as necessary. The protection of whistleblowers is paramount, and any form of retaliation against those who report in good faith will be severely punished. This commitment reinforces the integrity and transparency of the organisation, promoting an ethical and responsible working environment.

PROTECTION OF NATURAL RESOURCES

Mori 2A is firmly committed to protecting natural resources and promoting environmental sustainability in all its operations and along the supply chain. The company adopts responsible resource management practices aimed at minimising environmental impact and preserving the ecosystem for future generations. This includes using energy and water efficiently, reducing waste and greenhouse gas emissions, and implementing recycling and reuse strategies. Mori 2A encourages all employees and business partners to respect and support these principles by promoting innovation and the adoption of more sustainable technologies. Furthermore, the company is committed to complying with all applicable environmental regulations and to continuously striving to improve its environmental performance. The protection of natural resources is seen as a key element for sustainable growth and global well-being.

WASTE MANAGEMENT

Mori 2A is committed to implementing effective waste management practices to minimise the environmental impact of its operations. The company promotes reduction, reuse and recycling at all stages of production and distribution, adopting innovative technologies and processes that promote sustainable management by favouring recovery over disposal wherever possible. All waste must be disposed of or recovered in accordance with local and international regulations, ensuring that the practices adopted do not harm the environment or public health. Mori 2A encourages employees and business partners to actively participate in waste management efforts by providing training and resources to promote responsible behaviour. The company is committed to continuously monitoring and improving its waste management practices to contribute to the conservation of natural resources and environmental sustainability.

ATMOSPHERIC EMISSIONS

Mori 2A is committed to reducing atmospheric emissions from its activities by taking effective measures to mitigate environmental impact and promote sustainability.

The company implements advanced technologies and innovative processes to monitor, control and reduce emissions of greenhouse gases and other pollutants. Operations must strictly comply with all local and international regulations regarding air emissions. Mori 2A encourages energy efficiency, the use of renewable energy sources and optimisation of production processes to minimise the carbon footprint. Employees and business partners are invited to actively collaborate to achieve these goals through training and awareness-raising initiatives.

CHEMICAL SUBSTANCES

Mori 2A is committed to the safe and responsible use of chemicals in its operations, adopting strict control and management measures to protect the health of employees, consumers and the environment. The company follows all local and international regulations regarding the handling, storage, transport and disposal of hazardous chemicals. All chemicals used must be properly labelled and

accompanied by up-to-date safety data sheets. Mori 2A promotes the reduction of the use of harmful chemicals, encouraging the adoption of safer and more sustainable alternatives. Employees receive ongoing training in safe chemical management practices, while suppliers and business partners are held to the same high standards. The company constantly monitors the effectiveness of its chemical management practices and is committed to continuous improvement to reduce the risk of harmful exposures and contribute to a healthier environment.

ENERGY EFFICIENCY

Mori 2A is dedicated to promoting energy efficiency in all its operations as a key part of its commitment to environmental sustainability. The company adopts advanced technologies and innovative practices to reduce energy consumption and improve the efficiency of production processes. All activities must be conducted in accordance with local and international energy efficiency regulations. Mori 2A encourages the use of renewable energy sources and the implementation of energy management systems to monitor and optimise energy use. Employees and business partners are sensitised and trained on the importance of energy efficiency and are encouraged to propose and adopt innovative solutions to reduce their energy footprint. The company is committed to continuous improvement of its energy performance.

INNOVATION

Mori 2A values and promotes innovation as a key element for long-term success and sustainability. The company is committed to creating an environment that encourages creativity and the adoption of new technologies, processes and ideas that can improve products, services and business operations. Research and development are key to maintaining competitiveness and proactively responding to global challenges, including climate change and sustainability. Mori 2A actively supports the continuous training of its employees and the exchange with external partners to foster innovation. All members of the organisation are encouraged to contribute innovative ideas and participate in continuous improvement projects. The company recognises and rewards initiatives that lead to effective, sustainable and beneficial solutions for customers and the community.

FAIRNESS IN BUSINESS OPERATIONS

Mori 2A is committed to maintaining the utmost fairness in business operations, ensuring that all activities are conducted with integrity, transparency and in compliance with applicable laws and regulations. The company firmly rejects any form of corruption, fraud, money laundering and deceptive business practices. All employees, suppliers and business partners are expected to adhere to high ethical standards, avoiding conflicts of interest and always acting in the best interests of the company and its stakeholders. Business decisions must be based on merit and transparency, without favouritism or undue influence. Mori 2A promotes a culture of responsibility and fairness, providing ongoing training and resources to ensure that all members of the organisation understand and adhere to these

principles. The company is committed to continuously monitoring and improving its business practices to maintain the trust of customers, partners and the community.

CONFLICTS OF INTEREST

Mori 2A is committed to preventing and managing conflicts of interest to ensure that all business decisions are made in the best interests of the company and its stakeholders. All employees, suppliers and business partners must avoid situations in which their personal interests may conflict with those of the company. It's mandatory to immediately declare any situation that could represent a potential conflict of interest, including financial interests, personal relationships or external activities that could affect the impartiality and integrity of your role.

PRIVACY

Mori 2A is committed to protecting the privacy and confidentiality of the personal information of all employees, customers, suppliers and business partners. The company takes strict security measures to ensure that personal information is collected, processed, stored and shared in accordance with all applicable data protection laws and regulations. All personal information is to be used for legitimate, business purposes only, and access to such information is restricted to those who need it to perform their duties. Mori 2A provides ongoing training to employees to make them aware of the importance of privacy and safe data handling practices. Any breach of privacy or suspicion of misuse of personal data must be reported immediately and addressed with the utmost seriousness. The company is committed to continuously improving its data protection policies and practices to ensure maximum trust and security for all stakeholders.

INTELLECTUAL PROPERTY

Mori 2A recognises the importance of intellectual property (IP) and is committed to respecting and protecting its own and others' IP rights. All employees, suppliers and business partners are required to safeguard the confidential information, patents, trademarks, copyrights and other intangible assets of the company and third parties. The unauthorised use of intellectual property is strictly prohibited, as is the sharing or disclosure of confidential information without explicit permission. Mori 2A promotes innovation and creativity, ensuring that inventions and original works are duly protected and respected. Any IP violations must be promptly reported and addressed in accordance with company policies and applicable laws to maintain the integrity and competitiveness of the company in the global marketplace.

CORRUPTION

Mori 2A adopts a zero-tolerance policy towards corruption in all its forms, including bribes, facilitation payments and any behaviour aimed at obtaining illicit advantages. All employees, suppliers and business partners are required to conduct their activities with the utmost integrity and transparency, complying with all applicable anti-corruption laws and regulations. Any offer, promise, donation or acceptance of benefits of value, whether direct or indirect, that may improperly influence business decisions is strictly prohibited. All reports of suspected corruption will be investigated promptly and thoroughly, and appropriate disciplinary measures will be taken against those responsible. The company is committed to maintaining high ethical standards and promoting a culture of integrity and legality in all its operations.

VIOLATIONS OF THE CODE OF CONDUCT

Mori 2A takes any violation of the Code of Conduct very seriously and is committed to treating all reports with the utmost seriousness, timeliness and confidentiality. Compliance with the rules of the Code of Conduct must be considered an essential part of the contractual obligations of employees, customers and suppliers, and they are therefore encouraged to immediately report any suspected violations of the Code of Conduct through the designated reporting channels. The company guarantees that there will be no retaliation against anyone who reports a possible violation in good faith. All reports will be thoroughly and impartially investigated, and appropriate action, including disciplinary action, will be taken against those responsible for violations. Mori 2A provides ongoing training to ensure that all members of the organisation understand the Code of Conduct and the consequences of its violations. We are committed to maintaining the highest ethical standards and ensuring a working environment based on integrity, respect and legality.

I declare that I have read and understood Mori 2A's Code of Conduct and I undertake to respect and promote the principles and rules contained therein in my daily work.

Full name

Role

Company

Place and date

Stamp and signature