



OLI MINERALI E LUBRIFICANTI

MINERAL OILS AND LUBRICANTS



Suppliers and Partners Code of Conduct

An integral part of the Code of Ethics

Approved by the Board of Directors on 9 July 2026

(Revision 2026-01)

OLEOTECNICA S.p.A.

VAT No., Tax Code and registration with the Milan Company Register No. 09057380157 – REA No. 1269407

Registered office: Galleria Unione No. 1, 20122 - Milan

Administrative headquarters and plant: Via Leonardo da Vinci 7, Segrate (MI)

Share Capital: €2,080,000 fully paid-up

www.oleotecnica.it

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GLOSSARY AND DEFINITIONS

Other external collaborators: all third parties operating in the name of, or on behalf of, the Company.

Contractors and subcontractors: companies that perform works, activities or services on behalf of the Company under contracting/subcontracting contracts.

Code of Ethics: Code of Ethics and Conduct adopted by the Company, as an integral part of the 231 Model.

Suppliers Code: this Suppliers and Partners Code of Conduct.

Conflict of interest: a situation in which a personal, financial or family interest interferes, or may interfere, with the interests of the Company or with the ability to act impartially.

Consultants and professionals: individuals or entities providing technical, legal, tax or management consultancy services to the Company.

Active bribery: offering, promising or giving money or other benefits to a public official or private individual in order to obtain an improper advantage.

Passive bribery: requesting or accepting money or other benefits in exchange for improper advantage.

Italian Legislative Decree no. 231/2001: Italian Legislative Decree no. 231 of 8 June 2001, concerning the administrative liability of legal entities for certain offences committed in their interest or to their advantage.

Due diligence: a verification and assessment process carried out to identify and mitigate legal, financial, reputational, social or environmental risks.

Circular economy: an economic model aimed at minimising waste and maximising the reuse, regeneration and recycling of materials and resources.

ESG (Environmental, Social and Governance): environmental, social and governance criteria used to assess the sustainability of an organisation.

Facilitation Payment: an unofficial payment of small value made to expedite or facilitate the performance of routine administrative procedures.

Suppliers of goods and services: entities providing materials, equipment, technologies, services or professional services.

231 Model: the organisation, management and control system designed to prevent the commission of offences provided for under Italian Legislative Decree no. 231/2001.

Supervisory Body (SB): the Company's internal body responsible for supervising the effectiveness and compliance of the 231 Model.

Business partners: joint venture partners, consortium partners, commercial agents and intermediaries that collaborate with the Company.

Company: Oleotecnica S.p.a., with its registered office in Milan and operational headquarters in Segrate (MI).

Stakeholders: all parties with legitimate interests in relation to the Company (employees, shareholders, customers, suppliers, local communities, the environment, etc.).

Supply chain: the network of entities (suppliers, sub-suppliers, contractors, distributors) involved in the production and distribution of goods or services.

Whistleblowing: reporting system that allows for the confidential and protected reporting of breaches of laws, regulations, the 231 Model, the Code of Ethics and the Suppliers Code (in compliance with Italian Legislative Decree no. 24/2023).

1. INTRODUCTION AND PURPOSE

With its own **Code of Ethics**, Oleotecnica S.p.A. (hereinafter the "Company") affirms its commitment to Sustainability and Quality, recognising the strategic role played by its suppliers and business partners in pursuing its corporate mission and achieving its Sustainability, Quality and operational excellence objectives. Consistent with the values set out in the **Code of Ethics** and with the principles of the **Organisation, Management and Control Model** adopted pursuant to Italian Legislative Decree no. 231/2001, this **Suppliers and Partners Code of Conduct** (hereinafter the "Suppliers Code") defines the minimum requirements and expectations that the Company applies to all parties with whom it maintains business relationships.

Purpose of the Suppliers Code:

- promote ethical, transparent and responsible conduct throughout the supply chain;
- ensure respect for human rights, decent working conditions and environmental protection;
- combat all forms of corruption, fraud and conflicts of interest;
- foster the creation of sustainable value for all stakeholders;
- strengthen long-term relationships based on mutual trust and continuous improvement.

Fondamenti del Codice Fornitori



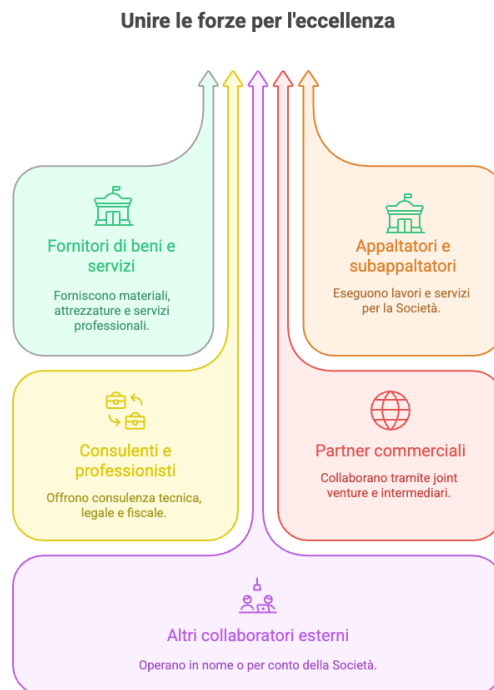
2. SCOPE AND RECIPIENTS

This Suppliers Code applies to:

- **Suppliers of goods and services:** entities providing materials, equipment, technologies, services or professional services;
- **Contractors:** companies that perform works, activities or services on behalf of the Company under specific contracts;

- **Subcontractors:** companies that perform works, activities or services on behalf of and/or for the benefit of Contractors under specific contracts;
- **Consultants and professionals:** individuals or entities providing technical, legal, tax or management consultancy services to the Company;
- **Business partners:** joint venture partners, consortium partners, commercial agents and intermediaries that collaborate with the Company;
- **Other external collaborators:** all third parties operating in the name of, or on behalf of, the Company.

The Recipients are required to apply the principles of this Code to their subcontractors, sub-suppliers and collaborators involved in activities carried out for Oleotecnica, ensuring compliance throughout the entire supply chain.



3. GENERAL PRINCIPLES AND CORE VALUES

3.1 Integrity

The Company believes in respect for the physical and moral integrity of its human resources, guaranteed by working conditions that respect individual dignity and by safe and healthy working environments. The application of the principle of integrity entails the rejection of corruption (both in dealings with Public Authorities and in relationships with private parties) and the refusal to compromise its ethical principles, which are necessary prerequisites for acting honestly.

3.2 Transparency

Business relationships must be characterised by clarity, accuracy and completeness of the information exchanged, both during the qualification phase and throughout contract performance.

3.3 Loyalty

Loyalty, which is expressed and manifested through transparency in the conduct of activities, adherence to rules and the avoidance of deception and dishonest practices, is a guiding principle for Oleotecnica in all business relationships and activities.

The Company embraces and seeks to protect the value of fair competition, rejecting conduct contrary to this principle, including collusive, predatory and/or abusive practices involving a dominant market position.

Relationships with the Company must be based on professional fairness, good faith in contractual dealings and mutual respect, avoiding opportunistic conduct or behaviour detrimental to the interests of the other party.

3.4 Honesty

The Company believes in honesty as an essential condition for conduct that avoids deception and fraud, thereby promoting justice and loyalty. Conduct based on the principle of honesty never permits the pursuit of the interests of either the Company or an individual to justify unfair, corrupt or illegal behaviour.

3.5 Responsibility

Suppliers and partners acknowledge their responsibilities towards workers, local communities, the environment and society as a whole, and actively undertake to minimise the negative impacts of their activities.

3.6 Respect for competition

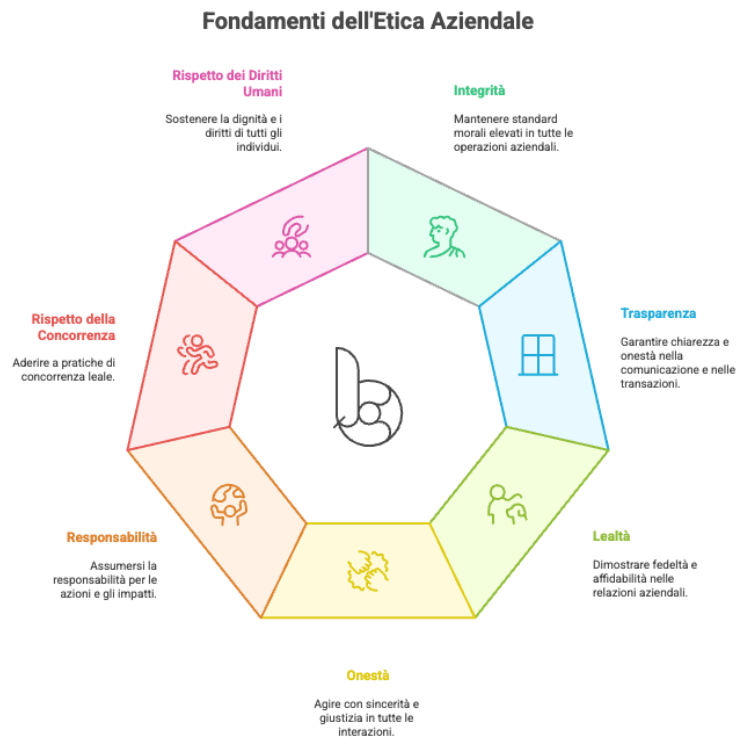
Business relationships must be conducted in full compliance with the rules of fair competition, avoiding anti-competitive practices, abuse of dominant positions or collusive agreements.

3.7 Respect for human rights and human dignity

Oleotecnica affirms its commitment to respecting human dignity and human rights and adheres to the principles contained in the United Nations Universal Declaration of Human Rights, the conventions of the ILO (International Labour Organisation), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Ten Principles of the United Nations Global Compact¹. The Company requires the same

¹ The Ten Principles of the United Nations Global Compact are divided into four areas: Human Rights (respect and non-complicity in abuses); Labour (freedom of association, the elimination of forced and child labour, and non-discrimination); Environment (a precautionary approach, environmental responsibility and sustainable technologies); Anti-Corruption (against all forms of corruption). These principles are specified below: **Human Rights: 1. Support and respect human rights** (businesses must support and respect internationally recognised human rights within their sphere of influence). **2. Ensure non-complicity in human rights abuses** (businesses must ensure that they are not complicit, directly or indirectly, in human rights abuses). – **Labour: 3. Freedom of association and collective bargaining** (support the freedom of association of workers and recognise the right to collective

commitment from its Suppliers and Partners and does not tolerate activities that may lead to acts in any way aimed at or attributable to the exploitation of individuals, undeclared employment relationships, child labour, or the employment of third-country nationals who do not have lawful residence status; particular attention is paid to compliance with legislation governing the management of human resources with regard to: working conditions, monitoring and supervisory practices, accommodation conditions, working hours, rest periods, weekly rest, mandatory leave and holidays.



4. MANDATORY REQUIREMENTS

4.1 Compliance with laws and declarations

The Recipients of the Suppliers Code are required to:

a) Comply with applicable laws

- operate in accordance with all applicable national, international, regional and local laws, regulations and legal requirements in the countries in which they operate;
- comply with relevant international conventions and agreements, including the principles contained in the United Nations Universal Declaration of Human Rights, the conventions of the

bargaining). **4. Elimination of forced labour** (eliminate all forms of forced and compulsory labour). **5. Elimination of child labour:** (ensure the effective elimination of child labour). **6. Elimination of discrimination:** (eliminate all forms of discrimination in employment and occupation). – **Environment:** **7. Precautionary approach to environmental challenges** (support a precautionary approach to environmental challenges). **8. Environmental responsibility initiatives** (undertake initiatives to promote greater environmental responsibility). **9. Development of sustainable technologies:** (encourage the development and dissemination of environmentally friendly technologies). – **Anti-corruption:** **10. Fight against corruption:** (promote initiatives to prevent corruption in all its forms, including extortion and bribery).

ILO (International Labour Organisation) and the United Nations Guiding Principles on Business and Human Rights.

b) Preliminary declarations – Prior to the establishment of a business relationship, Suppliers and Partners must complete a specific "Third-Party Due Diligence Questionnaire"; in addition to this, by accepting the Suppliers Code, the Recipients declare, among other things:

- that they undertake, on a contractual basis (with the corresponding consequences regarding the continuation of the business relationship in the event of non-compliance), to comply with the provisions of this Suppliers Code;
- that neither the company nor its directors are subject to ongoing criminal proceedings, final criminal convictions, pending criminal proceedings, precautionary measures or disqualification orders;
- the absence of any grounds for disqualification, suspension or prohibition pursuant to Art. 67 of Italian Legislative Decree no. 159/2011 and/or the issuance of anti-mafia restrictive measures pursuant to Art. 84 of Italian Legislative Decree no. 159/2011;
- the absence of any direct or indirect conflict of interest with the Company;
- that they are aware of and accept the Company's 231 Model, Code of Ethics and this Suppliers Code;
- whether they have adopted their own Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 and whether they hold Quality, Environmental, Health and Safety and Anti-Corruption certifications (ISO 9001, ISO 14001, ISO 45001, ISO 37001 or equivalent).

c) Obligation to update – The Recipients undertake to promptly notify the Company of any significant changes to the declarations provided, including the commencement of legal proceedings, the imposition of administrative sanctions or the emergence of conflicts of interest.

4.2 Ethics and integrity in business

a) Fight against corruption – The Recipients will strictly refrain from:

- offering, promising, giving, requesting or accepting, directly or indirectly, money, gifts, benefits or other advantages to or from employees, officers or representatives of Oleotecnica or public bodies in order to obtain improper advantages or influence decisions;
- making Facilitation Payments (unofficial payments intended to expedite or facilitate routine administrative actions);
- using intermediaries, agents or consultants to carry out corrupt acts on their behalf.

Only gifts of modest value, in accordance with local business practices and the Company's policies, are allowed, provided that they are transparent and documented.

b) Prevention of conflicts of interest – The Recipients must:

- avoid situations in which personal, financial or family interests may interfere with the interests of the Company or influence business decisions;
- immediately disclose any potential or actual conflict of interest and, where possible, refrain from engaging in competing business relationships or relationships that may generate conflicts of interest;
- always give priority to direct dealings with the Company, avoiding, where possible, unnecessary or unauthorised intermediaries, especially for unlawful and/or corrupt purposes.

c) Traceability of financial flows – To ensure transparency and prevent money laundering:

- all payments must be made exclusively through authorised financial intermediaries (banks, Poste Italiane S.p.A.) and must be traceable;
- Payments must be made exclusively to bank accounts in the name of the contractual counterparty, in the countries where it operates lawfully;
- The Recipients must keep documentation (bank statements and payment confirmations) attesting to compliance with traceability requirements for any verifications.

d) Respect for intellectual property and confidentiality – The Recipients undertake to:

- respect Oleotecnica's intellectual property rights (trademarks, patents, formulations, know-how, designs, models, software, sources, etc.);
- refrain from using Oleotecnica's name, logo or trademarks without prior written authorisation;
- protect the confidential information received from the Company, using it exclusively for contractual purposes and not disclosing it to third parties without authorisation;
- promptly report any violation, even potential, of third-party intellectual property rights and/or any breach involving sensitive personal data or privacy-related information.

4.3 Human rights and working conditions

The Recipients must ensure respect for fundamental human rights and decent working conditions, in accordance with Italian legislation and applicable international Conventions and Guidelines. In particular:

a) Prohibition of forced and compulsory labour

- The use of any form of forced, bonded or involuntary labour, servitude or human trafficking is strictly prohibited.
- Employment must always be voluntary.
- Workers must have the right to terminate their employment relationship upon giving reasonable notice.
- The retention of employees' identity documents, passports or work permits is not permitted.
- Workers must be free to leave the workplace at the end of their working hours.

b) Prohibition of child labour

- Any form of child labour is prohibited.

- Workers under the age of 15 (or 14 in certain developing countries, in accordance with ILO Conventions) or below the age at which compulsory schooling is completed, whichever is higher, may not be employed.
- Workers under the age of 18 (young workers) may not be employed in hazardous work or in work that may jeopardise their health, safety or physical, mental or moral development.
- Upon request by the Company, the Recipients must provide documentation and/or documented procedures to verify workers' ages and must take immediate corrective action should any instance of child labour, in breach of applicable legislation, be identified.

c) Prohibition of discrimination and harassment

- Any form of discrimination based on race, colour, sex, sexual orientation, gender identity, age, ethnic or social origin, nationality, religion, political opinions, trade union membership, disability, marital or pregnancy status, or any other personal condition, is prohibited.
- Equal opportunities must be guaranteed in terms of recruitment, remuneration, training, promotion and termination of employment.
- All workers must be treated with dignity and respect.
- Any form of harassment, physical, verbal, sexual or psychological abuse, intimidation or coercion is prohibited.

d) Working hours and remuneration

- Working hours must comply with the limits established by national legislation and international Standards.
- Overtime work must be voluntary, limited and adequately remunerated.
- Workers are entitled to adequate rest periods (daily breaks, weekly rest periods, annual leave).
- Remuneration must be at least equal to the statutory minimum wage or, where higher, the sectoral wage established by collective bargaining agreements.
- Remuneration must be sufficient to meet the basic needs of workers and their families.
- Payments must be made regularly, on time and in a transparent manner.

e) Freedom of association and collective bargaining

- The Recipients acknowledge and respect workers' right to freedom of association and collective bargaining.
- Workers have the right to establish, join or refrain from joining trade unions of their choice, without interference, discrimination or retaliation.
- The right to collective bargaining and access to the workplace by trade union representatives must be guaranteed.
- In countries where freedom of association is restricted by law, alternative means of worker representation must be provided.

f) Prohibition of unlawful labour intermediation

The Recipients must operate in full compliance with legislation prohibiting unlawful labour intermediation and labour exploitation, refraining from:

- irregular labour supply arrangements or unlawful contracting practices;
- illegal gangmastering practices or unlawful labour intermediation;
- labour exploitation through violence, threats, intimidation or exploitation of situations of vulnerability.

4.4 Health, safety and the environment**a) Occupational health and safety – The Recipients must:**

- comply with all applicable laws and regulations regarding occupational health and safety;
- implement an effective occupational health and safety management system, including risk identification and assessment, the adoption of preventive and protective measures, personnel training and continuous monitoring;
- provide workers with a safe, healthy and hygienic working environment suitable for the activities carried out;
- provide appropriate Personal Protective Equipment (PPE) and ensure its use;
- ensure the full commitment of senior management to occupational health and safety management;
- train and raise workers' awareness of the specific risks associated with their duties and of safety procedures;
- adopt the principle of continuous improvement, with the aim of eliminating accidents and injuries;
- cooperate with the Company and other suppliers operating at the sites to ensure overall safety;
- promptly report any hazardous situation, accident or near miss.

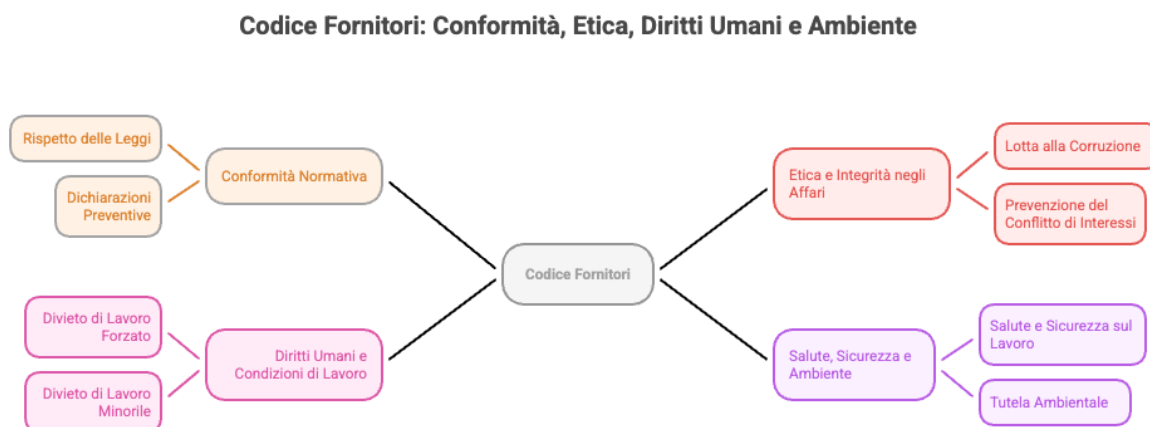
b) Environmental protection – The Recipients undertake to:

- comply with all applicable environmental laws and regulations;
- adopt the precautionary principle in the management of environmental impacts;
- manage natural resources responsibly, minimising the consumption of water, energy and raw materials;
- reduce atmospheric emissions, water discharges and waste production;
- correctly manage waste, giving priority to recovery and recycling over disposal;
- safely manage chemical and hazardous substances, in compliance with applicable regulations (e.g. REACH, CLP);
- prevent environmental incidents and prepare emergency plans;
- monitor the significant environmental impacts of their activities;

- promote the adoption of low environmental impact technologies and circular economy practices.

c) **Climate change mitigation** – In line with Oleotecnica's commitments to the energy transition, the Recipients are encouraged to:

- measure and report their greenhouse gas emissions;
- define emission reduction targets in line with International Agreements;
- improve the energy efficiency of their processes and adopt renewable energy sources.



5. COMMITMENTS TO SUSTAINABLE DEVELOPMENT

In addition to the mandatory requirements, Oleotecnica encourages its suppliers and partners to adopt advanced sustainability practices, which represent positive assessment factors in qualification and selection processes.

5.1 Energy transition and climate change mitigation

Oleotecnica promotes the transition towards a low-carbon economy and invites its partners to:

- develop innovative solutions for decarbonisation;
- invest in energy efficiency technologies and renewable energy sources;
- adopt circular economy principles, prioritising reuse, recycling and waste reduction;
- cooperate in the development of Carbon Capture, Utilisation and Storage (CCUS) projects;
- promote the use of sustainable materials with low environmental impact;
- optimise logistics in order to reduce transport-related emissions.

5.2 Responsible supply chain management

The Recipients are encouraged to:

- extend the principles of this Code to their own suppliers, subcontractors and partners;
- implement supplier qualification and assessment processes based on sustainability criteria;
- promote, where possible, local sourcing and the development of local communities;

- promote diversity and inclusion throughout their supply chain;
- guarantee transparency and traceability across the entire supply chain, with particular attention to critical and high-risk raw materials.

5.3 Innovation and Quality

Oleotecnica values suppliers and partners that:

- invest in research and development to improve the quality, safety and sustainability of products/services;
- adopt certified management systems (ISO 9001, ISO 14001, ISO 45001, ISO 37001);
- Implement digitalisation and Industry 4.0 programs to improve efficiency and traceability;
- cooperate with the Company in open innovation and joint development projects;
- guarantee high quality and reliability standards for supplies;
- are available for dialogue and continuous improvement.

5.4 Social and territorial responsibility

The Recipients are encouraged to:

- respect and enhance, where possible, the local communities in the areas where they operate;
- promote, where possible, local development, employment and training initiatives;
- respect the rights of indigenous peoples and minorities;
- contribute, as far as possible, to social well-being through corporate volunteering initiatives or partnerships with non-profit organisations;
- adopt diversity & inclusion policies, promoting gender equality and the integration of people with disabilities or from disadvantaged categories.

Priorità di Sostenibilità di Oleotecnica



6. INFORMATION MANAGEMENT AND CONFIDENTIALITY

6.1 Protection of confidential information

The Recipients undertake to:

- protect all confidential information received from Oleotecnica with the highest degree of confidentiality;
- use the information exclusively for the contractual purposes envisaged;
- not disclose confidential information to third parties without prior written authorisation from Oleotecnica;
- adopt appropriate technical and organisational measures to prevent unauthorised access, loss or disclosure;
- return or destroy confidential information at the end of the contractual relationship, at Oleotecnica's request.

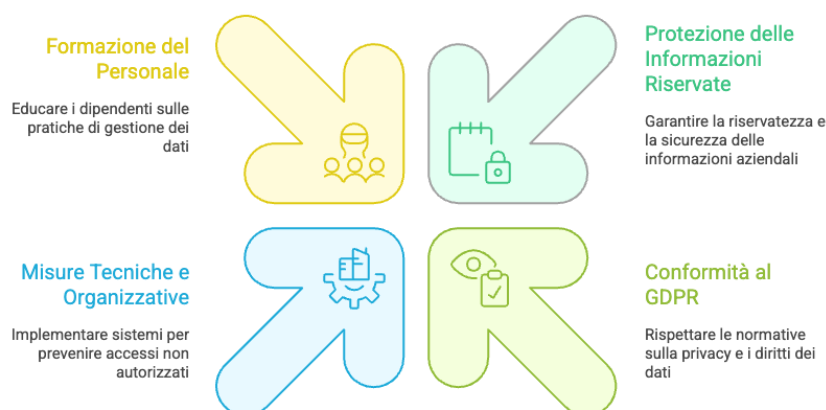
Confidential information includes, but is not limited to: technical, commercial and financial data, business strategies, know-how, formulations, designs, technical specifications, prices, contractual conditions and personal data.

6.2 Privacy and protection of personal data

In accordance with EU Regulation 2016/679 (GDPR) and national data protection regulations, the Recipients must:

- process personal data only for legitimate, defined and appropriate purposes;
- ensure data security through appropriate technical and organisational measures;
- respect the rights of data subjects (access, rectification, erasure, restriction, portability, objection);
- appoint, where necessary, a Data Protection Officer (DPO);
- promptly notify the Company of any personal data breaches;
- train their personnel on the correct processing of personal data.

Protezione delle Informazioni e dei Dati



7. IMPLEMENTATION AND CONTROL MECHANISMS

7.1 Acceptance and commitment

Acceptance of this Suppliers Code is an essential condition for the establishment and continuation of the business relationship with Oleotecnica.

The Recipients must:

- formally declare that they have read the Suppliers Code and undertake to comply with its contents;
- sign a declaration of acceptance, to be attached to the contractual documentation or to be made available upon request;
- communicate the Suppliers Code to their directors, employees, collaborators and subcontractors involved in activities for Oleotecnica;
- require their first-tier sub-suppliers and subcontractors to adhere to the principles of the Suppliers Code.

The Suppliers Code supplements and does not replace the Code of Ethics and the contractual agreements entered into with suppliers and partners.

7.2 Reporting and whistleblowing

Oleotecnica has implemented a whistleblowing system in accordance with Italian Legislative Decree no. 24/2023 and Italian Legislative Decree no. 231/2001, as described on its corporate website (accessible at the following URL: <https://oleotecnica.it/societa>).

The Recipients must:

- promptly report any violation or suspected violation of the Suppliers Code, the Code of Ethics or Oleotecnica's 231 Model;
- report attempted acts of corruption, improper requests, conflicts of interest or other irregularities;
- preferably use the official whistleblowing channel, which guarantees the confidentiality of the whistleblower's identity and protection against retaliation.

Oleotecnica guarantees:

- the protection of the confidentiality of the whistleblower's identity;
- the absence of retaliation against whistleblowers acting in good faith;
- the professional and timely management of reports;
- feedback to the whistleblower, within the limits of the confidentiality requirements of the investigations.

7.3 Checks and audits

Oleotecnica reserves the right to:

- request documentation, information and data from the Recipients in order to verify compliance with the Suppliers Code;

- carry out audits, inspections and visits at the Recipients' operating sites, even without prior notice, in the event of serious reports (criminal offences, particularly serious sanctions, etc.);
- involve third parties to conduct independent audits;
- request accounting documents, personnel records, certifications and other relevant documentation.

The Recipients undertake to:

- fully cooperate with Oleotecnica's verification activities;
- promptly provide the requested documentation;
- allow access to their sites and documentation;
- implement any corrective actions requested by Oleotecnica within the agreed deadlines;
- extend verification activities to their critical sub-suppliers, upon Oleotecnica's request.

7.4 Consequences in the event of violation

Violation of the principles and requirements of this Suppliers Code constitutes a serious contractual breach and may result in:

a) Immediate measures:

- precautionary suspension of contract performance;
- termination of the contract pursuant to Art. 1456 of the Italian Civil Code (express termination clause) or Art. 1453 of the Italian Civil Code (serious breach);
- exclusion from future qualification and tender/supply procedures;
- enforcement of contractual guarantees (bonds, etc.).

b) Legal actions:

- claim for compensation for pecuniary and non-pecuniary damages;
- reporting to the competent Authorities in the event of criminal offences;
- legal proceedings to protect Oleotecnica's rights.

c) Corrective actions: in the event of less serious violations or a first breach, Oleotecnica can:

- request the implementation of corrective actions within defined deadlines;
- establish a period of enhanced monitoring;
- make continuation of the relationship subject to the achievement of specific certifications;
- require the replacement of unsuitable personnel or personnel involved in violations.

The consequences are applied according to the seriousness, recurrence and intentional nature of the violation, as well as the Recipient's ability to promptly remedy the situation.

8. FINAL PROVISIONS

8.1 Changes and updates

This Suppliers Code may be amended or supplemented by Oleotecnica at any time, in particular in order to:

- comply with new international regulations or Standards;
- reflect developments in the Company's sustainability strategies;
- incorporate emerging best practices;
- improve governance and control systems.

The changes will be communicated to the Recipients through one or more of the following actions:

- publication on the Company's website (<https://oleotecnica.it/societa>);
- formal communication to active suppliers;
- updating of contractual documentation.

The Recipients are required to promptly align themselves with the new versions of the Suppliers Code.

Failure to comply with the updated provisions may constitute grounds for termination of the contract.

8.2 Applicable law and jurisdiction

This Suppliers Code is governed by Italian law. For any dispute relating to the interpretation, application or implementation of the Code, the Court of Milan will have exclusive jurisdiction, unless otherwise provided for by contract.

8.3 Publication and dissemination

This Suppliers Code is:

- published on the Company's website (<https://oleotecnica.it/societa>);
- made available to the Recipients during the qualification and contracting phases;
- referred to in contracts, purchase orders and letters of appointment;
- disseminated through dedicated training and communication initiatives.

8.4 Approval

This Suppliers and Partners Code of Conduct was approved by the Board of Directors of Oleotecnica S.p.A. on 9 July 2026.

8.5 Contacts and requests for clarification

For information, clarification or requests relating to this Suppliers Code, the Recipients can contact (by email):

- **Management:** info@oleotecnica.it, privacy@oleotecnica.it
- **Supervisory Body:** fabrizio.desimone@studiofdesimone.com

FINAL NOTE

This Suppliers Code is a fundamental tool for building solid, transparent and mutually beneficial business relationships, based on shared values of integrity, responsibility and sustainability.

Oleotecnica is aware that the adoption and compliance with these principles require commitment, investment and, sometimes, significant changes to operational practices. For this reason, the Company undertakes to support its suppliers and partners throughout the continuous improvement process, through:

- **Constructive dialogue:** Oleotecnica is available to engage with suppliers in order to clarify expectations, share best practices and identify solutions to emerging issues.
- **Training and capacity building:** organisation of training initiatives and awareness-raising sessions on ESG topics.
- **Long-term relationships:** promotion of lasting partnerships with reliable suppliers committed to continuous improvement.
- **Transparency and feedback:** clear communication of assessment results and provision of guidance for improvement.

Oleotecnica is convinced that only through collaboration with responsible suppliers and partners will it be possible to achieve the ambitious sustainability and quality objectives set by the Company, thereby contributing to the energy transition and the creation of shared value for all stakeholders.

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