

RIELLO CLEANING MACHINES S.P.A. SUPPLIER CODE OF ETHICS

WITH REFERENCE TO INTERNATIONAL STANDARDS
SA8000 (PERTAINING TO SOCIAL AND ETHICAL ACCOUNTABILITY)
ISO14001 (PERTAINING TO ENVIRONMENTAL MANAGEMENT SYSTEMS)

PREFACE

Riello Cleaning Machines S.p.A. adopts an integrated management system in accordance with international standards SA8000:2014 and ISO14001:2015, and is therefore committed to complying with all the ethical and environmental principles expressed by these standards, and intends to spread them among its suppliers so that they too can increasingly adapt to the specific requirements of ethical work and environmental care.

Riello Cleaning Machines S.p.A. has decided to adopt this document as a tool to improve the relationship with its suppliers, on a mutually beneficial basis.

This document is adopted in compliance with the internal procedures of Riello Cleaning Machines S.p.A. and the SA8000 and ISO14001 Handbook.

Additions or revisions to this document are made by Management with the cooperation of the Social Performance Team (SPT).

For any clarification, the SPT Coordinator of Riello Cleaning Machines S.p.A. Mr. Alessandro Zadra can be contacted at the following e-mail address:

a.zadra@riellocm.com

Riello Cleaning Machines S.p.A.

Sede legale

Via Enrico Fermi, 43,
37136 Verona (VR) - Italy

Sede operativa

Via Circonvallazione, 5
27020 Dorno (PV) - Italy

Capitale Sociale i.v. € 7.000.000,00

C.C.I.A.A. VR 453143

N. Iscr. Registro AEE: IT08020000002074

Cod. Fisc. e Part. IVA: 03976160287

Tel: +39 0382 848811

PEC: riellocm@pec.it

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GENERAL PRINCIPLES

It is the desire of Riello Cleaning Machines S.p.A. that the recipients of the Supplier Code of Ethics abide by the following:

- Act in accordance with applicable laws and regulations;
- Compete fairly in the marketplace;
- Avoid or declare in advance any conflicts of interest that could affect the fairness of economic relations with Riello Cleaning Machines S.p.A.;
- Protect the intellectual property and tangible assets of Riello Cleaning Machines S.p.A.;
- Protect the confidentiality of Riello Cleaning Machines S.p.A.'s proprietary information;
- To be truthful and accurate in communications with Riello Cleaning Machines S.p.A.;
- Treat all individuals fairly and impartially, without prejudice;
- Protect the health and safety of their workers;
- Minimize the potentially harmful effects of their activities on the environment;
- Pay special attention to pollution prevention and environmental protection;
- Avoid any action that could be considered culpable or cause any harm to the underage population;
- Promote recovery plans and support corrective actions for and in the interest of the underage population;
- Facilitate relevant activities under the applicable collective negotiation in their respective countries.

Recipients at every level must maintain a climate of mutual respect for the dignity, honor and reputation of each of the stakeholders.

Recipients participate in the process of preventing risks, safeguarding the environment, and protecting health and safety with respect to all individuals without prejudice to relevant legal provisions.

The management of the supplier company is requested to communicate the general principles of the Code of Ethics to its employees, customers, suppliers, shareholders and generally to all interested third parties.

It is also required to ensure a safe working environment from a health standpoint. Every employee is expected to promote and maintain a safe and healthy work environment and to report unsafe and/or unhealthy practices or conditions.

Full compliance with mandatory occupational health and safety regulations, as well as environmental regulations, is a fundamental requirement that Riello Cleaning Machines S.p.A. considers particularly important in order to do business with any supplier.

Dorno (PV), li 10/07/2025

Dott. Giuseppe Riello
CEO



Riello Cleaning Machines S.p.A.

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Subject: Letter of Adherence to the Principles of Social (SA8000), Environmental Responsibility (ISO14001) and Supplier Code of Ethics (CEF 01)

In reference to your request for a compliance letter, the following is clarified.

The undersigned company, in the person of its legal representative Mr./Mrs. _____ states that it shares the importance of developing a socially responsible work environment and fostering the professional growth of all employees, while respecting national and supranational laws and human rights.

To this end, the organization is committed to complying with and enforcing, within its work environment, current laws governing the following requirements of SA 8000, ISO 14001 and the Supplier Code of Ethics mentioned above:

1. Do not use or support the use of child labor (up to 15 years old) and use child labor in accordance with applicable laws and labor contracts (15 to 18 years old);
2. Do not encourage or support "forced labor" through coercion or threats, including psychological threats;
3. Ensure a safe and healthy workplace by preventing work-related injuries and illnesses;
4. Respect the right of workers to join labor organizations and collective negotiations;
5. Do not engage in any kind of discrimination based on race, gender, religion, etc...;
6. Do not use or support disciplinary practices, such as corporal punishment, physical or mental coercion, verbal abuse;
7. To comply with the ordinary and overtime working hours established by national and local laws and agreements;
8. To compensate employees by complying with the national collective bargaining agreement and the company's supplementary contract;
9. To remedy any identified non-compliance with ethical and environmental requirements;
10. To pursue environmental protection, avoid waste, and prevent environmental pollution in all its forms;
11. To comply with all applicable worker and environmental protection laws.

The undersigned, subject to appropriate scheduling, is willing to receive a visit from representatives of Riello Cleaning Machines S.p.A. to his or her work environment to ascertain the degree of compliance with the requirements of the above standard.

Date: ____ / ____ / ____

_____ [company stamp]

_____ [signature]

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