

CODE OF CONDUCT

Suppliers

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1.0 FOREWORD

Sustainability is a core value at BBM Service S.r.l., also known as the "Company" or "BBM," and it's a fundamental part of its business strategy. This is a challenging goal that BBM Service S.r.l. aims to achieve alongside all its stakeholders, sharing both difficulties and solutions, as well as fostering processes of mutual growth and continuous improvement.

BBM Service S.r.l.'s relationship with its suppliers is built on principles of legality, transparency, fairness, trust, and collaboration. The Code of Conduct - Suppliers, referred to as the "Code," is designed to solidify a closer cooperation, forming a supply chain that prioritizes not only the quality of products or services but also considers the environmental impact and social and working conditions during the design and manufacturing processes.

BBM Service S.r.l. encourages all its suppliers to embrace and implement the principles outlined in this Code of Conduct. At BBM, compliance with these principles will become an increasingly vital factor in supplier selection and evaluation.

2.0 PURPOSE

BBM Service S.r.l. aims, with this code, to involve its suppliers in creating a sustainable and socially responsible supply chain, considering social, environmental, and economic aspects. BBM Service S.r.l. consistently

strives to adhere to the principles and standards outlined in this document, and it expects its suppliers to acknowledge and embrace them, ensuring compliance across the entire supply chain, including sub-suppliers.

3.0 SCOPE OF APPLICATION

This Code will apply to both BBM Service S.r.l. and all associated Suppliers.

For BBM Service S.r.l., signing new supply contracts or renewing existing ones will require the approval of this Code as an integral and essential part of the process.

4.0 GENERAL CONDITIONS

BBM Service S.r.l. commits to adhering to the law in all locations where it conducts business activities. Similarly, Suppliers will pledge to comply with all relevant laws, regulations, contractual agreements, standards, and generally recognized technical norms.

Suppliers are encouraged to establish mechanisms for identifying, assessing, and managing risks in all areas covered by this Code, and to ensure compliance with all applicable legislative requirements. They are also encouraged to maintain appropriate documented evidence demonstrating their commitment to and implementation of the values outlined in this Code.

With the Supplier's agreement, BBM Service S.r.l. reserves the right to conduct audits related to the implementation of the principles outlined in the Code.

5.0 ETHICS

5.1 Business Integrity

BBM Service S.r.l. strictly prohibits any form of corruption and commits to adhering to anti-corruption laws in every country where it operates. The same expectation extends to Suppliers, who must conduct their activities with ethical integrity and transparency, in compliance with prevailing regulations. Consequently, they must refrain from engaging in or condoning any form of corruption, extortion, or embezzlement.

Suppliers are obligated not to offer bribes or any other illicit incentives to their business associates, nor should they accept such offers themselves.

Furthermore, Suppliers are prohibited from providing BBM Service S.r.l. employees with gifts or personal benefits directly related to their business relationship.

Suppliers must actively oppose all forms of money laundering and employ appropriate measures to ensure the transparent traceability of every financial transaction. This measure aims to facilitate the identification of the source of assets or funds involved in each business transaction and to prevent third parties from using financial transactions for money laundering purposes.

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5.2 Fair competition

Suppliers must adhere to principles of fair competition and comply with all relevant anti-trust laws in their business operations.

Suppliers are required to promptly report any significant, existing, or potential conflicts of interest. A conflict of interest arises when a personal circumstance interferes or could interfere with the business relationship with BBM Service S.r.l.

BBM Service S.r.l., on its part, will foster transparent and fair processes for selecting Suppliers. Suppliers will be assessed based on the quality and pricing of their products or services and will be treated equitably. Additionally, BBM Service S.r.l. will refrain from disseminating misleading information about Suppliers and their products or services.

5.3 Intellectual Property

Suppliers commit to safeguarding and responsibly using any sensitive and confidential information they acquire, while also ensuring the protection of BBM Service S.r.l.'s intellectual property rights.

Suppliers must take all necessary measures within their jurisdiction to prevent BBM Service S.r.l.'s products, components, or raw materials, as well as associated know-how, from being accessed by counterfeiters or leaving the legal supply chain.

Conversely, any sensitive information provided by Suppliers will be treated as strictly confidential by BBM Service S.r.l. under all circumstances and will not be disclosed to competitors.

6.0 WORK

6.1 Rejection of Forced and Child Labour

Suppliers undertake not to use forced, bonded or coerced labour.

Suppliers are prohibited from employing child labor in their supply chains or business operations, aligning with the core standards of the International Labour Organization (ILO) and the Principles of the United Nations Global Compact.

Under no circumstances should Suppliers engage in child labor. They must refrain from hiring individuals under the age of 15, except in cases where they are involved in government-sanctioned professional training, apprenticeship programs, or educational initiatives that offer clear benefits to the participants.

Suppliers are also prohibited from utilizing forced labor in any form. They must not condone disciplinary measures that involve physical or psychological abuse and must actively oppose all instances of human trafficking and modern slavery.

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6.2 Diversity and inclusion

Ensuring fair treatment for all employees must be a core principle of the supplier's company policy. They pledge to reject any form of discrimination based on ethnicity, nationality, gender, age, physical attributes, social background, disability, political or religious beliefs, marital status, pregnancy status, sexual orientation, or any other criteria prohibited by law.

6.3 Fair treatment and working hours

Suppliers commit to preventing any inhumane treatment in the workplace, ensuring that employees are not subjected to threats, harassment, sexual abuse, torture, corporal punishment, coercion, or any form of mental or physical mistreatment.

Suppliers must ensure fair compensation for employees, providing a standard of living that meets their needs and those of their families. Wages must comply with the applicable laws in each country.

BBM Service S.r.l. encourages suppliers to provide employees with adequate training and educational opportunities.

Suppliers are obligated to manage employment contracts legally and ethically, following relevant labor laws.

6.4 Freedom of association

Suppliers commit to maintaining open and constructive communication with their employees and representatives of trade unions.

In compliance with national and/or local laws, Suppliers will uphold the rights of their employees to freely associate, join trade unions, elect representatives, participate in workers' councils, and engage in collective bargaining.

Suppliers must not discriminate against employees who serve as representatives of workers.

7.0 QUALITY

7.1 Quality Requirements

BBM SERVICE S.r.l. encourages suppliers to continuously enhance their performance and actively participate in the company's processes, including product development and service delivery.

To achieve optimal efficiency, BBM SERVICE S.r.l. engages suppliers in the design and innovation stages, adopting a proactive and collaborative approach. This strategy enables the early identification and resolution of any potential issues.

7.2 Monitoring and Corrective Actions

BBM SERVICE S.r.l. reinforces the principles outlined in this Code through surveys, questionnaires, and inspections, with appropriate communication.

Specifically, to achieve increasingly high-performance goals, in cases of quality discrepancies in goods acceptance, the quality office will generate a non-compliance report. This report will prompt corrective actions to improve the product or process.

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If the agreed-upon improvement plan is not followed, or if there are instances of non-compliance or omissions, BBM SERVICE S.r.l. may request an inspection, with the supplier's consent.

Furthermore, BBM SERVICE S.r.l. has implemented a system for periodically evaluating supplies to pinpoint areas for improvement.

8.0 OCCUPATIONAL SAFETY AND HEALTH

8.1 Safety and health

Recognizing the paramount importance of safeguarding workers' health and safety throughout all operations, BBM's management mandates that Suppliers adhere to relevant legal requirements regarding health and safety. Additionally, Suppliers must obtain, maintain, and update all necessary permits, licenses, and registrations.

Furthermore, BBM actively promotes a safety culture, fostering responsible behavior towards all stakeholders, including workers, sub-suppliers, contractors, and shippers.

Ensuring the protection of health and safety at work is integral to BBM SERVICE S.r.l.'s business ethos. Consequently, the company pledges to comply with prevailing legislation and regulations, providing the requisite human and instrumental resources for continual improvement and prevention.

Therefore, Suppliers are obligated to safeguard employees from workplace hazards, strenuous tasks, and risks associated with workplace infrastructure. Suppliers must implement appropriate measures such as controls, procedures, and preventive maintenance to mitigate health and safety risks.

Identifying, disseminating, and implementing best practices and improvement opportunities are crucial aspects of prevention.

8.2 Emergency management, risk information and training

Suppliers commit to identifying possible and potential emergencies in the workplace and minimizing the risk of their occurrence. They also pledge to provide safety information on identified risks by training employees to ensure they are adequately protected.

9.0 ENVIRONMENT

9.1 Environmental protection and conservation of resources

As a company dedicated to environmental stewardship, BBM SERVICE S.r.l. is fully committed to the principles of sustainable development, with a long-standing focus on reducing the wastage of non-renewable resources that have a significant environmental impact. Achieving this objective necessitates the involvement of the entire supply chain.

Suppliers are mandated to implement systems ensuring that the handling, storage, recycling, reuse, treatment, and disposal of waste, as well as the management of air and wastewater emissions, are conducted safely and under relevant legislation.

Additionally, Suppliers must use natural resources like water, energy sources, and raw materials sparingly and responsibly to mitigate their impact on the planet's resources. They are also required to develop and employ products and processes with minimal environmental impact, aiming to reduce energy consumption and emissions that contribute to the greenhouse effect.

Furthermore, Suppliers are encouraged to propose alternative solutions to BBM SERVICE S.r.l. for both products and processes, aiming to minimize environmental impact throughout their entire lifecycle. These alternatives may involve using materials sourced from secondary sources, thereby promoting circular economy practices.

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Supplier commitment is essential for optimizing logistics activities by promoting the use of transportation methods that minimize environmental impact.

9.2 Product and process safety and environmental impact

The supplier agrees to avoid the use of hazardous substances wherever technically possible. In cases where substitution is not feasible, they commit to handling these substances PER applicable regulations.

Suppliers must actively address safety concerns related to production processes and product-related issues, considering potential environmental impacts at every stage of production.

Safety information regarding hazardous materials, including compounds found in intermediate products, will be provided to educate, train, and protect workers from potential hazards.

10.0 BUSINESS MANAGEMENT SYSTEMS

10.1 Legal Requirements

Suppliers undertake to comply with applicable laws, regulations, contractual agreements, and generally recognized standards.

10.2 Communicating sustainability criteria to the supply chain

Suppliers are encouraged to communicate the principles outlined in this Code to their own supply chain.

10.3 Risk Management

Suppliers must implement mechanisms to identify and manage risks in areas covered by this Code, ensuring compliance with relevant legislative requirements.

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10.4 Continuous Improvement

Suppliers are encouraged to continually enhance their sustainability performance by implementing suitable measures.

10.5 Reporting for Corrective Actions

Suppliers may report violations of this Code or any unethical behavior on the part of BBM Service S.r.l. collaborators through the e-mail info@bbmpackaging.com and the communication channels on the website: www.bbmpackaging.com.

11.0 SUPPLIER COMMITMENT

By completing the "**Commitment Form**" found at the following link: <https://forms.gle/Z9ppFkRrSFdPkS7g9>, the supplier acknowledges having read and accepted this Code for the supply of goods and execution of services for BBM SERVICE S.r.l.

The Commitment Form must be signed by a legal representative of the Supplier Company and filled out entirely. The form is considered completed when, upon submitting the answers, the message "Your answer has been recorded" appears.