

SUPPLIERS' CODE OF CONDUCT

Addendum to Miroglio Group's Code of Ethics

Table of contents

Preface	3
Compliance.....	4
Compliance With Laws Applicable In Countries From Where Suppliers Operate.....	4
Compliance With Technical And Quality Requirements.....	4
Ethics.....	4
Conflict Of Interest.....	4
Protection and Disclosure of Information	4
Labour and Human Rights	4
Labour	4
Child Labour.....	5
Health & Safety	5
Employees' Rights.....	5
Environmental protection	5
Transparency.....	5

Preface

The values we believe in, can be fully respected only if they are shared with all our stakeholders and fostered in our daily activities. It is a common goal of which we would like to make you fully aware by asking you to accept the present Supplier Code of Conduct.

Miroglio Group believes that the way we do business is not less important than the results we achieve: in no case shall the fulfilment of company objects override legal or ethical standards.

Furthermore we believe that a part of our success also depends on the ability of building with all Suppliers fair and honest relationships based on open dialogue and the sharing of commons values.

The principles, described hereunder, are the key guidelines we are committed to and, in the same way, we ask our Suppliers to adhere to when conducting business with us. For this reason, we expect same guidelines to be applied by our Suppliers in their business relationships.

By accepting this Addendum of Miroglio Group's Code of Ethics (hereinafter the "Supplier Code of Conduct" or "Code"), Suppliers commit to behaving in accordance with the values described in sections below, recognizing them as minimum requirement we asking before actually engaging in any form of co-operation.

These regulations are split as hereunder indicated:

- Compliance
- Ethics
- Labour and Human Rights
- Environmental protection
- Transparency

Compliance

Compliance With Laws Applicable In Countries From Where Suppliers Operate

Without prejudice to the provisions below, in the execution of the work commissioned by Miroglio, all Suppliers shall respect all laws and regulations applicable in their respective Country of operation. Similarly, the Supplier must comply with all tax and transparency national and international applicable laws and must refrain from any form of tax evasion or money laundering.

Compliance With Technical And Quality Requirements

Miroglio guarantees high quality and safe products to its clients and consumers, and expects Suppliers to comply with all applicable national and international standards and with our quality requirements. We expect our Suppliers to carefully respect the provisions contained in the documents regarding eco-toxicological parameters we require.

Ethics

Conflict Of Interest

Conflict of interests or situations giving the appearance of a potential conflict of interests must be promptly notified. Supplier shall not take any advantage of personal relationship with Miroglio's employees while conducting business with us, neither try to influence Miroglio's employees through inappropriate gifts.

Moreover Supplier shall not, in order to obtain or retain business or any advantage in the conduct of business, offer or promise direct or indirect payment be it in monetary or any other form thus obtaining an improper advantage against other potential suppliers.

Protection and Disclosure of Information

All business information shared while conduction business with us, must be considered strictly confidential and Suppliers shall restrict access to such information only to those employees directly involved in the project.

Suppliers shall never disclose sensitive information about our Group to third parties unless explicitly authorized to do so by us or competent authorities.

Labour and Human Rights

Labour

The Supplier declares and guarantees that all work relations with its employees and collaborators shall be carried out according to all laws and regulations applicable in the respective Country. Furthermore Suppliers shall always ensure that their sub-contractors and other third parties working on their behalf understand our expectation that no forced labour will be used in their work.

Child Labour

Miroglio shall not accept any kind of child labour. Therefore, the Supplier declares and accepts that use shall not be made of any child labour in the execution of the work commissioned by Miroglio. Furthermore Suppliers shall always ensure that their sub-contractors and other third parties working on their behalf understand our expectation that no child labour will be used in their work.

Health & Safety

We expect Suppliers to comply with all applicable safety laws and regulations creating a healthy and secure working environment.

In the execution of its activity, the Supplier shall ensure adequate and safe buildings, provide appropriate equipment and adopt all necessary measures in order to minimise the risk of incident and of any type of injury or exposure to sicknesses. Therefore, the Supplier shall not use buildings that cannot offer maximum security for employees, including access to First Aid assistance.

Employees' Rights

The Supplier shall provide all employees engaged in the production, an environment suitable for the performance of this activity, in full respect of fundamental human rights and applicable provisions of law: in particular, the factory shall be clean, well-aired and illuminated, having adequate hygienic conditions.

Environmental protection

Miroglio is committed to respecting the environment all along the value chain and expects the same from its suppliers: our Suppliers shall comply with all applicable environmental laws, and in so doing obtain and maintain the necessary registrations, permits and licenses regarding wastewater and solid waste emissions, air emissions, environmental permits and pollution prevention.

Therefore we strongly recommend our Suppliers to design their processes in order to minimize negative environmental impact, reduce waste of natural resources (with particular attention to water and energy conservation) and promote recycling and reusing.

Transparency

Our Suppliers shall monitor the compliance with the present Supplier Code of Conduct and maintain the necessary documentation to substantiate compliance with these standards as well as with applicable legislation. The Supplier shall plan corrective actions for any areas of non-compliance.

We give priority to Suppliers who can give evidence of compliance with all the provisions of this Code and to those that are genuinely engaged in improving their performance pursuing or anticipating market requirements.

For this reason Miroglio may carry out periodic checks at the Supplier's premises in order to ensure compliance with the regulations indicated herein.

If during our assessment we identify corrective actions, we require our Suppliers to be fully committed to undertaking the appropriate measures. We reserve the right to terminate without liability any relationship or agreement with Suppliers refusing to take corrective actions within a reasonable period of time.