

Code of Conduct for Stevanato Group Suppliers

This Code of Conduct defines our requirements for suppliers (this term covers suppliers and service providers) concerning their responsibility towards humans and the environment. We expect our suppliers to fulfill these requirements. Furthermore, we expect them to promote and impose compliance with this Code of Conduct on their suppliers.

We require of our suppliers:

Legal compliance

- to comply with the statutory requirements of the applicable legal system;
- to comply with recognised international standards of ethical conduct (see footnotes).

Respect for the basic human rights of employees¹

- to promote equal opportunities for their employees irrespective of skin colour, race, nationality, social background, possible disability, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- not to employ anyone against their will or make anyone work against their will;
- not to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to provide adequate remuneration, to pay the same money for the same work and to guarantee the national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the respective state or, if there is no such regulation, with a maximum of 60 regular working hours per week;
- as far as legally possible, to recognise the right of employees of free association and neither to favour nor to disadvantage members of employee organisations or trade unions.

Prohibition of child labour²

- to recognise and respect the rights of children;
- to comply with the Conventions 138 and 182 of the International Labour Organisation (ILO) on the restriction of child labour.

Safety of employees

- to take responsibility for their employees;
- to take the best possible precautionary measures against accidents;
- to provide regular training on health and safety issues.

Environmental protection³

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to avoid environmental pollution and to make constant improvements in environmental protection;
- to set up or use an environmental management system according to ISO 14001.

Monitoring

Stevanato Group reserves the right to carry out unannounced audits to verify suppliers' compliance with this Code of Conduct at any time, or to have such audits carried out by a third party.

In case a violation of applicable laws or the principles laid down in this document is established after signature of the enclosed declaration, Stevanato Group must be notified immediately.

In case suppliers fail to comply with this Code of Conduct, Stevanato Group reserves the right to take appropriate actions, including termination of business relationships.

1 - Declaration of Human Rights in Resolution 217 A (III) dated 10.12.1948, <http://www.unhcr.ch/udhr/navigate/alpha.htm>

2 - Declaration of the International Labour Organisation on basic labour principles and rights, <http://www.ilo.org/public/english/standards/index.htm>

3 - Rio Declaration on the Environment and Development, <http://www.un.org/esa/sustdev/documents/agenda21/index.htm>

Stevanato Group supplier (stamp)

Declaration of the Supplier

1. We hereby declare the following:
2. We are aware of and observe all applicable laws.
3. We have received a copy of the “Code of Conduct for Stevanato Group Suppliers” and hereby commit ourselves to comply with its principles and requirements.
4. We agree that Stevanato Group or a third party appointed by Stevanato Group may carry out unannounced inspections (audits) on our premises at any time to verify our compliance with the Code of Conduct.
5. We confirm that we have forwarded the contents of the Code of Conduct to our suppliers and will ensure that they meet the principles and requirements of this Code.

Place, date

Signature

Name (Block capitals)

Stamp

This document must be signed by an authorised representative of the company and returned to Stevanato Group within 20 working days of receipt.

Please return to:

- Stevanato Group, Corporate Procurement, Via Molinella 17, 35017 Piombino Dese (Italy);
- in electronic form to stevanatogroup@stevanatogroup.com or to the well-established Procurement contact.