

COMPANY ETHICS CODE

Introduction:

For Antincendi Unidet corporate social responsibility is the ability to compact its business activities with the respect and protection of all individuals whom we relate with, safeguarding the conservation of environmental resources for future generations through conduct rules aimed at pursuing the business in respect of all living beings and inanimate things. The Ethics Code summarizes these rules and promotes the values in which the Company recognizes itself at all levels, encouraging everyone, whenever they have to make a decision, to remember that the interests, rights and duties of all are at stake, with the awareness that well-being and mutual respect must always be considered at every stage of daily action. Antincendi Unidet carries out its activities in the utmost transparency and ethics, with moral integrity and correctness, pursuing the statutory aims in compliance with the company mission: to pursue excellence in products to the highest quality standards, enhance the skills and technological innovation, satisfy customers and the professional growth of its employees, because it is essential to do well one's job, with dignity and respect for the rules, inspired by principles and shared values which refer to consent and not obedience. Antincendi Unidet undertakes to promote and guarantee an adequate knowledge of Ethics Code by disclosing it to the parties involved through appropriate activities of communication, the distribution of it, a continuous awareness of the values and ethical norms contained in it, as well as the publication on its company website www.unidet.eu

Our commitment:

Our commitment is to offer technical components for CO₂, Nitrogen and Inert Gas for fire extinguishing systems, focusing our efforts on innovation, to generate superior quality products, perceived as excellent and recognized to be of excellent quality by people and customers and manufactured respecting the habitat and the dignity of people.

People:

Antincendi Unidet acts respecting each individual is fundamental right and protecting moral integrity and equal opportunities through the constant commitment to maintain a serene working environment, in which everyone can work in compliance with law, principles and shared values. Antincendi Unidet doesn't tolerate any form of isolation, exploitation or harassment for any, personal or working reasons by anyone and prohibits, rejects and combats any kind of discrimination based on the diversity of race, language, colour, faith, religion, political affiliation, nationality, ethnicity, age, sex, sexual orientation, marital status, disability, physical appearance, economic and social status, as well as it prohibits any privileges linked to the grounds listed above, without prejudice to the provisions of the applicable rules. It assures, as its fundamental value, the highest degree of loyalty in every relationship, both internal and external to the company, guaranteeing fidelity to the word given, to the promises and to the pacts. Not only does this Code, constitute a set of rules of conduct necessary to satisfy the demands of a healthy working ethic, but it also constitutes tangible evidence of the desire to invest in individual moral growth and awareness of the individual conveying to stakeholders a clear message about the strength of our commitment to observe an ethical behaviour.

Unidettini and job protection:

We call Unidettini the people who work in Antincendi Unidet and represent the central resource for the development and success of the Company, which recognizes in the diversity of cultures and talents a fundamental value and wants to raise people with intellectual curiosity and passion for the sector. Coherence, transparency and respect must guide all decisions and behaviours in a context of mutual trust and interdependence, as well as every Collaborator must be aware that the achievement of the objectives is directly proportional to the sense of responsibility and loyalty invested.

The Unidettini are bound to respect the current laws, regulations, Ethics Code and company rules, applying them with integrity and loyalty, contributing to the internal relations on the basis of the common trust and conviction that each of us assumes, at personal and professional level, the commitment :

- to do what is right by communicating with frankness and loyalty
- to work in heterogeneous groups, to pursue integrity, respect and teamwork
- to assume personally the responsibility towards the other members of the group for the contribution they give
- to rely on each other in rendering quality services to the Customers and for the individual development
- to consult each other and to take into account others' opinions, as well as those who question our point of view
- to guide relations on mutual respect and on the creation of an open and tolerant environment, free from prejudices, discrimination and intimidation, always avoiding situations of humiliation
- to encourage and support the professional development of colleagues, to promote their personal success and continuous learning, aware that each of us has a duty to keep up to date professionally, as well as to share best professional practices.

Antincendi Unidet guarantees the freedom of workers' association, recognizes the right to collective negotiation and requires that the hours actually worked and the expenses incurred are paid.

- Undertakes not to use, even indirectly, forced, and compulsory labour or child labour.
- Rejects and repudiates any form of discrimination in recruitment policies and human resource management.
- Is committed to preventing all forms of harassment and exploitation of labour, both direct and indirect and to recognising the decisive criteria for wage and professional development.

The Employees, even after termination of employment, must not disseminate or make any other unauthorized use of the information acquired within the company.

Customers:

Our Customers are for us the partners to achieve success in business with.

Antincendi Unidet is committed to work with them in full respect of people, ethics in the conduct of business and business activities and in compliance with basic principles, such as transparency, clarity of information, integrity, legality, respect for the dignity of people and loyalty.

As professionals in the field, Antincendi Unidet is committed to being constantly up to the trust placed in it by the Customers and to provide quality products that reflect professional skills and that are adapted to the specific problems and needs of the Customers.

Antincendi Unidet supports the Collaborators and renounces to work with Customers who place the Unidettini under unjustified pressure and also in all circumstances, rejecting illegal or unethical professional practices. Aware that the competitive advantage is obtained through the excellence and quality of its products and professional skills, it doesn't offer incentives or personal benefits to secure assignments, encouraging the sharing of internal and external knowledge.

Competitors:

The competitors are our stimulus and the positive challenge to be always better. Antincendi Unidet is animated by a strong and correct competitive spirit aimed at continuous improvement.

Relations with the outside world:

Antincendi Unidet complies with the norms and standards of our sector and actively cooperates with industry control and surveillance authorities to ensure that our technical rules and practices are constantly aligned to the evolving needs of the market.

It considers therefore fundamental and indispensable value the constant search for improvement and quality of its products, monitored by periodic inspections of the Certifying Bodies in reference to: - Quality System UNI EN ISO 9001:2015 (RINA)

- Regulation PED UE 2014/68 (EUCER)
- Regulation UE 305/11 CPR UNI EN 12094 (MTIC Intercert)
- Regulation T-PED 2010/35/ (EUCER)

It's constantly committed to establishing conditions of correctness in communication, in which it's not possible to say false or manipulate data and to disseminate and consolidate a sound culture and environmental sensibleness, operating in compliance with the current laws, so as to contribute to the creation and maintenance of a healthy environment inside and outside the company, to preserve it for future generations, enhancing natural resources and avoiding waste and unnecessary consumption of resources.

Environmental protection and animal welfare:

Antincendi Unidet is committed to working with respect for the environment and the health of people, well aware of its social and ethical responsibilities towards the communities in which it operates or from which it draws resources.

The commitment to the Earth is aimed at safeguarding its abundance and beauty for present and future generations, with the aim of transmitting to them the values and traditions that support the long-term development of human and environmental communities, including the welfare of animals.

Trademark:

Unidet trademark represents the identity of the company. The support of our trademark will be pursued through product coherence and quality communication.

Values:

Antincendi Unidet has been run by the same family for three generations, so it has a strong identity at the base of which there has always been a human and professional «style» made of correctness in behaviour and balance between respect for people and the interest of the Company. Practices and scenarios change, but consistency with these values is and will remain best business card.

Unidet «style» is intended as a mutual human and professional enrichment of the people who work there and will remain unchanged if all those who work there continue to respect the basic values and principles of reference, such as:

- pursue production models that respect and safeguard human rights, the environment and the regenerative capacities of the Earth and the welfare of communities;
- promote human development in a fair and sustainable manner, in the knowledge that social and ethical responsibility also extends to communities, especially in developing countries.

Profit:

Profit is an important indicator of the company's health and is an essential for the creation of welfare and development for the entire company. The management is committed to systematically pursue the maximization of corporate value and not only of turnover and profit, constantly monitoring its management and the market, adapting to the external environment, always and in any case pursuing the health and enrichment of the company as a primary objective.

Protection of information:

Antincendi Unidet ensures the confidentiality of any information in its hands and refrains from searching for confidential data, except in cases of express and conscious authorization and incompliance with current legal regulations. All confidential information must be used exclusively for institutional purposes and in any case so as not to cause any economic or moral damage to the person concerned. Antincendi Unidet considers the security of information and the observance of the principles of confidentiality as an integral part of its activities and undertakes to protect its information systems against unlawful access and disclosure of the information processed, ensuring full compliance with personal data protection regulations and information security standards. (EU Regulation no. 679/2016 Processing of personal data and privacy).

Scope of the Code of Ethics and compliance with applicable laws and regulations:

The addressees of the Ethics Code are all the Company Representatives, without any exception, and all those who, directly or indirectly, establish stable or temporary relationships with Antincendi Unidet and work to pursue its objectives. Every Company representative, external collaborator, consultant, supplier, customer is obliged to comply with this Code of Ethics and must accept it explicitly. Antincendi Unidet also requires the main suppliers and partners to conduct themselves in line with the general principles of this Code, considering this aspect of fundamental importance to pursue an ethically responsible production model. The Company representatives have to know the rules, refrain from conduct contrary to them, contact the superior for clarification or complaints. In business relations, counterparties must be informed of conduct and business rules. Compliance with the rules of the Code is an essential part of the contractual obligations of all employees pursuant to art. 2104 of the Italian Civil Code.

("Art. 2104: Diligence of the service provider. The service provider must use the diligence required by the nature of the service due, the interests of the enterprise and of the higher one of the national productions. It must moreover observe the dispositions for the execution and the discipline of the job, imparted from the entrepreneur and the collaborators of the same from which hierarchically it depends"). Antincendi Unidet is committed to fostering a corporate culture characterized by awareness and the desire to deepen the Ethics Code. In particular, the management must observe the Code in proposing and implementing the company's projects, actions, and investments and in setting the company's objectives, inspired by the principles of the Code. Those in positions of responsibility are required to set an example to their subordinates, to direct them to comply with the Code and to promote compliance with the rules.

Antincendi Unidet considers compliance with national and international regulations as a binding and indispensable condition for its action. It therefore undertakes to comply with these regulations as well as generally recognized practices, including a careful prevention of illicit actions.

Antincendi Unidet believes that the Ethics Code strengthens a solid and loyal cooperation with Collaborators and Customers which reflects the company's culture and fundamental values and in respect of our Competitors.

Management Antincendi Unidet srlu