

# Supplier Code of Conduct

iMilani Srl - Benefit Corporation

## Summary

<b>Legal Compliance</b>	Errore. Il segnalibro non è definito.
<b>Business Integrity</b>	<b>3</b>
<b>Human Rights and Working Conditions</b> <b>iritti Umani e Condizioni di Lavoro</b>	Errore. Il segnalibro non è definito.
<b>Health and Safety</b>	Errore. Il segnalibro non è definito.
<b>Environment</b>	<b>4</b>
<b>Supply chain management</b>	Errore. Il segnalibro non è definito.
<b>Transparency and Communication</b>	<b>4</b>
<b>Corporate Ethics</b>	Errore. Il segnalibro non è definito.
<b>Implementation and Compliance</b>	Errore. Il segnalibro non è definito.

## Introduction

iMilani is committed to maintaining the highest ethical, social, and environmental standards in all its operations. We extend this commitment to our suppliers, requiring them to operate in accordance with the principles outlined in this Supplier Code of Conduct. Adherence to these principles is essential for maintaining business relationships with iMilani.

# General principles

## Legal Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations in their operations.

## Business Integrity

Suppliers must operate with integrity, avoiding corruption, fraud, extortion, and any form of unlawful behavior.

## Human Rights and Working Conditions

**Non-Discrimination:** Suppliers must ensure equal opportunities without discrimination based on age, gender, race, religion, sexual orientation, disability, marital status, ethnicity, etc.

**Child and Forced Labor:** The use of child labor, forced, or compulsory labor is prohibited. Suppliers must adhere to laws regarding the minimum employment age.

**Working Hours and Wages:** Suppliers must comply with laws regarding working hours and ensure wages and benefits are in accordance with local regulations.

## Health and Safety

Suppliers must ensure a safe and healthy work environment by implementing preventive measures against accidents and occupational diseases.

**Training and Communication:** They must provide adequate training to employees on health, safety, and emergency procedures.

**Audits and Monitoring:** They must allow periodic audits and monitoring of working conditions and business practices.

## Environment

**Chemical Management:** Suppliers must safely manage chemicals, reduce the use of hazardous substances, and ensure proper waste disposal.

**Emissions and Water Resources:** Suppliers must monitor and reduce greenhouse gas emissions and manage water usage responsibly, minimizing consumption and preventing pollution.

**Environmental Impact:** Suppliers' activities must not harm the environment in any way. iMilani promotes collaboration with suppliers who strive to generate positive environmental impacts and mitigate negative externalities, if present.

## Supply chain management

**Due Diligence:** Suppliers must implement due diligence processes to identify and mitigate risks in their supply chain, including risks related to human rights and the environment.

**Certifications:** Suppliers are encouraged to obtain relevant certifications such as ISO 14001, ISO 45001, or equivalents to demonstrate their commitment to international standards.

## Transparency and Communication

**Reporting:** Suppliers must be transparent in their operations and provide regular reports on their performance concerning human rights, labor practices, health and safety, and the environment.

**Complaint Channels:** They must have mechanisms for employees and other stakeholders to safely and confidentially report violations of the code of conduct or concerns.

## Corporate Ethics

**Intellectual Property:** Suppliers must respect intellectual property rights and safeguard customer information.

**Privacy and Data Security:** They must adopt procedures to protect personal data, complying with all relevant laws regarding privacy and data protection.

## Implementation and Compliance

**Management Systems:** Suppliers must implement and maintain effective management systems to ensure compliance with this Code of Conduct, identify and mitigate operational risks, and promote continuous improvement.

**Audits and Assessments:** Suppliers must allow iMilani and third parties designated by iMilani to conduct periodic audits and assessments of their facilities and business activities.

**Consequences of Non-Compliance:** Any breaches of the Code of Conduct may jeopardize the business relationship with iMilani, potentially leading to the termination of collaboration.

*iMilani is committed to building supplier relationships based on trust, respect, and integrity. We encourage all our suppliers to share these values and contribute to our commitment to a sustainable and responsible future.*