

CODE OF CONDUCT FOR **SUPPLIERS**

BORMIOLI LUIGI
GLASSMAKER

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1. RELATIONS BETWEEN BORMIOLI LUIGI AND ITS SUPPLIERS

The Suppliers of the **Bormioli Luigi Group** (hereinafter also referred to as "**Bormioli Luigi**" or "**the Company**" for short) play a key role in the company's success, but we believe that lasting success can only be achieved through sustainable development.

We are fully convinced that **ethics in business conduct**, in the behaviour of the management and staff of the company is an essential condition for success and for protecting the company itself, but also an indispensable condition to ensure a prosperous future for our successors.

As such, we want to share our commitment to sustainable development and involve them alongside us in a process of continuous and steady improvement.

The **Code of Conduct for Suppliers**, developed based on the importance of these prerequisites, is an extension of our Code of Ethics, which requires a commitment to the same principles from our Suppliers.

Bormioli Luigi is committed to carrying out its business in a manner that respects the **laws** and **regulations**, as well as the universally recognised **ethical principles** that are also set out in its **code of ethics**.

In carrying out company activities, we intend to choose Suppliers who share and respect the same principles and who pay the same attention when carrying out their activities.

Bormioli Luigi selects its Suppliers on the basis of **parameters** such as **quality, expediency, professionalism, capacity, reliability, efficiency and reputation**, shunning any discrimination, and it builds a business partnership with them based on values such as **dialogue, transparency and respect**, seeking to establish relationships of **mutual fairness**.

Establishing a relationship with each Supplier based on **trust** and the full **sharing of commitments, principles and objectives** is fundamental to us.

On the basis of these important **values**, which we share, the Company invites its Suppliers to comply and ensure compliance with the principles contained in this code of conduct when carrying out their professional activities.

2. ADHESION TO THE PRINCIPLES OF THE UN GLOBAL COMPACT

Bormioli Luigi adheres to the **United Nations Global Compact** and undertakes to respect and promote its **10 principles**:

Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their spheres of influence.

Principle 2

Businesses should make sure that they are not complicit, even indirectly, in human rights abuses.

Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5

Businesses should uphold the effective abolition of child labour.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

We ask our suppliers to embody and respect the same principles.

3. FAIR LABOUR PRACTICES AND HUMAN RIGHTS

Bormioli Luigi is fully aware that the **promotion of work** and respect for human rights are essential values on which it bases its corporate culture and strategy.

As such, the Company has also implemented a **Labour and Human Rights Policy** highlighting the important commitment to adopting and disseminating the human rights principles also emphasised in other documents, including the **Code of Ethics**, the **Sustainability Report** and the other policies adopted by Bormioli Luigi.

The Company promotes a positive work environment in which everyone is treated with **respect and dignity** by acting in a **fair manner** and conducting business in **compliance** with applicable labour and employment laws, rules and regulations.

Therefore, we expect our Suppliers to carry out their activities in strict compliance with all the labour laws, rules and regulations in force in the countries in which they operate, and to apply best practices, including ones that go beyond the dispositions of the laws in force, in order to **promote a positive work environment that promotes respect and dignity**, and not to tolerate any form of discrimination, harassment or intimidation.

Additionally, we expect our Suppliers to abide by the practices of the **United Nations Universal Declaration of Human Rights** and the **Fundamental Conventions of the International Labour Organisation (ILO)**, as we are committed to abiding by these.

All workers must be paid at least the legal wage, **without any discrimination**, and must not be subject to deductions from their wages for disciplinary reasons or for any other reason not provided for by current legislation. Where a minimum wage is not provided for by law, **a minimum wage** sufficient for a decent lifestyle **must be guaranteed by the Supplier**.

Working hours and the weekly rest period will be determined by strictly complying with the regulations in force and must ensure, in addition to this, the **safety of employees and a correct work-life balance**.

No discrimination, based on social or ethnic origin, gender, age, family situation, nationality, political opinion, trade union activity, religious belief, health, disability, pregnancy or any other illegal reason shall be tolerated, particularly during the hiring, change of position or mobility phases.

The **freedom of movement of employees** and their families must not be restricted and in particular the original personal documents of employees must not be withheld, nor cash deposits or financial guarantees be required as a condition for employment.

Any form of **forced, illegal or involuntary labour must not be used or allowed**.

Workers must be treated with **dignity** and **respect**, prohibiting any form of corporal punishment, threats or practices involving physical violence or other abuse.

Our Suppliers must adopt clear policies on the **prohibition of workplace harassment and abuse** by their supervisors or any other persons, as well as procedures that allow workers to report such incidents.

Our Suppliers must refrain from hiring people who do not meet the minimum age requirements to work in their operations, in any country. They can employ young people under the age of 18 only in specific cases permitted by local law (for example in the case of an apprenticeship or internship) and in the context of work without risk to the health or safety of the young person.

Our Suppliers must undertake to respect **the freedom of association** and the **right to collective organisation and bargaining** in accordance with the applicable law and the existing collective agreements, as defined in the Fundamental Conventions of the **International Labour Organisation (ILO)**.

Our Suppliers must also implement an occupational **health and safety** system. The work environment must ensure the **absence of risks** to the health and safety of workers by providing workers with full information on the possible danger of the machinery, equipment or products used, providing appropriate clothing, personal and collective protective equipment and suitable tools, providing suitable evacuation and alarm systems, and carrying out the correct training on all these issues.

4. ENVIRONMENT

Bormioli Luigi takes to heart **respect for the environment** as a heritage to be handed down to future generations, and for this reason it guarantees to carry out its activities with the greatest possible respect for the environment, by achieving compliance with the applicable legal requirements and specific **environmental standards** of its sector.

We ask our Suppliers to do the same: to comply with all applicable environmental laws and regulations and to use the best practices available **for respecting the environment**, applying the **precautionary principle** when dealing with environmental issues. Furthermore, we encourage them to implement continuous improvement processes to reduce their environmental footprint.

The Company has adopted a **responsible approach** in order to be able to offer high-quality product experiences that contribute positively to the society of today and of the future.

We ask our Suppliers to undertake to comply with the prohibitions and restrictions of substances and materials set by laws and regulations and to ensure that their products do not contain materials the use of which is **limited or prohibited**.

We also ask to be informed in case of changes, whether imposed or voluntary, which concern the composition or manufacture of the products delivered, so that the chemicals and other materials whose release into the environment constitutes a danger can be identified, labelled and managed, to ensure that their handling, use, transport, storage, recycling or reuse, as well as their disposal, take place in a safe and secure way.

Workers involved in handling these products and other materials should be trained and equipped and **emergency procedures** should be provided in the event of an accident that puts employees or the environment at risk.

We encourage our Suppliers, as far as possible, to measure and implement **improvement plans on the use of renewable resources, energy consumption, greenhouse gas emissions, water use and the exploitation of natural resources**. We ask for their commitment in order that discharges into the air, water or soil of materials, emissions or substances which may constitute a danger to the environment should be identified, monitored, controlled and treated in compliance with the regulations before being released.

Bormioli Luigi drafts an annual **sustainability report**, a non-financial reporting tool indispensable for defining short-, medium- and long-term sustainability goals and for reporting on what has already been achieved as regards **sustainable development**.

Sustainability, for us, means putting people first and constantly striving to protect them, in an **ethical** and **responsible way**.

5. BUSINESS ETHICS

At the basis of the business approach of Bormioli Luigi is the conviction that ethics in the running of a company is one of the main factors guaranteeing the success and protection of the company itself.

The pillars that support the company culture, which is spread and shared with every business partner, are geared towards achieving the success of the organisation, without ever losing sight of the company values and the behavioural rules that characterize a **responsible work method**.

Bormioli Luigi carefully chooses its Suppliers and maintains business relationships with those who share its commitment to respect the **highest ethical standards**.

As such, we expect our Suppliers to comply with all laws, regulations and best practices applicable to their business activities and specifically regarding the following areas:

Fight against corruption and money laundering: we ask our Suppliers to prohibit all forms of corruption, active or passive, in all commercial transactions, and to work only with business partners who guarantee compliance with these same principles. Our Suppliers must ensure that their policies and practices for gifts, hospitality and benefits do not violate any laws and that they respect ethics and acceptable business practices and cannot be considered capable of influencing decisions in any way.

We require our Suppliers to ensure, during their business activities, the origin of legitimate sources of funding, **in compliance with all applicable laws**, rules and regulations regarding money laundering and corporate finance.

Conflicts of interest: we expect our Suppliers to bring to the attention of Bormioli Luigi any situation which may present a conflict of interest, even apparent, and to prohibit all practices based on the pursuit of personal interests, either direct or indirect.

Our Suppliers must comply with all laws and regulations applicable to commercial activity, in particular for accounting, tax and customs matters (including matters of imports, exports and international sanctions).

Bormioli Luigi may at any time ask Suppliers for information on the country of origin of the products delivered and on the sources of supply for the components and raw materials used for their manufacture.

Our Suppliers must comply with all applicable competition laws.

6. COMMITMENT

We hereby confirm our willingness to:

- share our corporate social responsibility approach with our Suppliers;
- constantly promote transparency, dialogue and the sharing of best practices in order to encourage the continuous improvement of the practices of our Suppliers in terms of sustainable development;
- be available to our Suppliers to answer their questions;

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