



Code of Ethics

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The Purpose of the Code of Ethics

The Code of Ethics is a fundamental corporate document, setting forth the values and ethical principles that guide Meccanoplastica in all its activities. This Code defines the guidelines that must

direct the behavior and decisions of all those who work within and on behalf of the company,

as well as establishing how the company interacts with external parties, including customers, consultants, suppliers, and public bodies.

Beyond representing a moral commitment, the Code of Ethics is a significant step in Meccanoplastica's Sustainability Journey. It addresses crucial issues such as environmental protection, worker well-being, and ethical and responsible business management, so that every corporate activity contributes positively to society and the environment.

The primary purpose of the Code of Ethics is to serve as a point of reference and guide for employees and collaborators, so that they can carry out their activities in accordance with the standards of integrity, transparency, and responsibility that characterize Meccanoplastica.

Each principle included in the Code is fully aligned with current regulations, thus ensuring

legislative compliance and compliance with applicable legal provisions. Indeed, Meccanoplastica guarantees full compliance with regulations regarding the environment, occupational health and safety, governance, and personal data protection.

The recipients of the Meccanoplastica Code of Ethics

The recipients of the Meccanoplastica Code of Ethics include all those who work directly within the company, as well as external parties with whom it establishes professional collaborative relationships. Therefore, compliance with the principles and rules of conduct contained in the Code of Ethics is required and binding for all Meccanoplastica personnel, as well as suppliers, consultants, and any other person who, in any capacity, contributes or collaborates in the performance of company activities.

In this sense, a fundamental step for the effectiveness of the Code is its sharing with all recipients. To this end, Meccanoplastica is committed to sharing its contents, and any updates, with each party required to comply with it, thus ensuring that everyone can review it, understand its principles, and align themselves with its values.

Meccanoplastica believes that clear, comprehensive, and appropriate communication is essential for creating shared value, enabling the development of a corporate identity based on shared principles, among which respect for the environment and people stand out.

COMPANY MISSION AND VISION

Meccanoplastica specializes in the design and manufacture of machinery for plastics processing. To ensure safe, high-quality products, the company invests in its work environment and its people, ensuring not only safe but also welcoming spaces, and promoting appropriate training that enables employees to work with care, precision, and expertise. The products manufactured must meet high environmental standards, not only to meet the expectations of customers and stakeholders who are increasingly attentive to sustainability, but also to actively contribute to environmental protection.

MECCANOPLASTICA'S MISSION

Meccanoplastica's mission is to meet its customers' needs by offering high-quality, environmentally friendly products. We manufacture plastics processing machines with excellent energy performance, the result of the work of well-trained people with advanced technical skills and a passion for innovation.

MECCANOPLASTICA'S VISION



SHARED VALUES

The milestone of Meccanoplastica's mission is a set of shared values that permeate the company's spirit and underpin all its activities. These values are an essential part of corporate governance, underpinning all of Meccanoplastica's decisions and actions.

The Company is committed to adopting these values, which span various areas, such as ethics, the environment, and safety, with the aim of pursuing constant improvement towards sustainable development.

MECCANOPLASTICA'S SHARED VALUES

- *Fairness and transparency*
- *Listening*
- *Management of conflicts of interest*
- *Fight against corruption and extortion*
- *Anti-money laundering*
- *Respect for individuals – diversity and inclusion*
- *Growth and training*
- *Environmental awareness*
- *Occupational health and safety*
- *Protection of human rights*
- *Supply chain management*
- *Confidentiality and data protection*
- *Management of gifts and gratuities*
- *Industry, trade, and protection of industrial property rights*

Fairness and Transparency

Fairness and transparency are central values in corporate relationships. Meccanoplastica is committed to maintaining clear and honest communication in all interactions, both internally with its employees and externally with customers, suppliers, and other stakeholders. Every action is carried out with care and integrity, strengthening mutual trust and promoting a corporate culture based on respect and clarity.

The company encourages ethical and respectful behavior from all employees and partners, promoting a work environment based on mutual trust and transparency.

Listening

Meccanoplastica is inspired by the principle of continuously listening to employees, shareholders, and all other stakeholders, believing dialogue and understanding the needs of all stakeholders to be fundamental to the success of the company.

Managing Conflicts of Interest

Meccanoplastica is committed to avoiding all situations in which personal interests may conflict with those of the company, thus reducing the risk of improperly influencing decisions or activities. Every employee is encouraged to promptly report any circumstance that could lead to a conflict of interest, so as to allow transparent management of the situation and ensure that operations are always aligned with company objectives and principles of integrity.

Fight against corruption and bribery.

The Company does not tolerate any practices of corruption or bribery and is committed to complying with all applicable laws and regulations. Any form of favoritism, illicit exchange of benefits, or attempts to influence decisions through unethical means is strictly prohibited. The goal is to ensure an ethical and responsible work environment, based on transparency and honesty.

Anti-Money Laundering

Meccanoplastica complies with all anti-money laundering laws and regulations. Neither the Company nor its employees shall, in any way and under any circumstances, be implicated in any capacity in matters related to the laundering of money derived from illicit or criminal activities. Before establishing relationships or entering into contracts with suppliers and other partners, the Company and its employees must ensure their moral integrity, reputation, and good name.

Respect for the person – Diversity and inclusion

Meccanoplastica believes that every person has an inestimable value; therefore, it adopts a behavior that seeks to be as respectful as possible of people and their unique characteristics, of the dignity and integrity of each individual, and consistently pays attention to all aspects of people's lives.

Meccanoplastica supports and respects human rights, offers equal opportunities for people's development, and believes it is essential to safeguard, protect, and respect their privacy in every aspect. It respects people's diversity and promotes inclusion, in the firm belief that all these elements

allow for more productive, peaceful, and proactive collaboration.

Meccanoplastica is also committed to protecting and developing employment and improving the quality of work, believing it necessary to respect values such as tolerance, transparency, and the safety of all employees and collaborators.

Meccanoplastica protects workers from acts of violence, including psychological violence, and opposes any discriminatory attitude or behavior; it considers any act or behavior that constitutes harassment or violence in the workplace to be unacceptable, and is committed to taking appropriate measures against the person or persons who commit such acts.

Finally, Meccanoplastica does not tolerate any form of discrimination or exclusion, including, age, culture, ethnicity, nationality, religious belief, race, political opinion, marital status, pregnancy, veteran status, gender and sexual orientation, gender identity and/or expression, general information, health, or disability.

Growth and Training

Company management values the contribution of each individual, ensuring equal opportunities for growth, assigning responsibilities consistent with each individual's role and career path, and recognizing—in terms of organizational autonomy—the skills they have acquired. Furthermore, it fosters this growth opportunity with dedicated training programs that help individuals acquire additional tools and skills to expand their professional background.

Attention to the environment

Environmental protection is a priority for Meccanoplastica, which strives to reduce the environmental impact of its activities and products. Through sustainable practices and compliance with environmental regulations, the company is committed to protecting the ecosystem and making a positive contribution to the community.

Meccanoplastica adopts resource-efficient production processes, investing in innovative solutions and cutting-edge technologies that contribute to a more sustainable future. This is reflected in the constant commitment of all those who collaborate with the company to reducing their environmental impact and to constantly improving their environmental performance. Furthermore, Meccanoplastica's commitments extend beyond its own boundaries, as the company's goal is to market increasingly efficient and safe machinery, which allows for a reduction in environmental impacts and risks for customers.

Health and safety at work

Worker health and safety are top priorities for Meccanoplastica, which is committed to offering its staff a safe and welcoming environment, also with the aim of improving the quality of work life. The company adopts preventative measures to reduce workplace risks and ensures continuous training on health and safety. The culture of prevention and attention to risks is encouraged at all levels, to create a healthy environment where every employee can carry out their activities safely.

Protection of human rights

Meccanoplastica is committed to respecting and promoting fundamental human rights in all its activities, supporting respectful working conditions and combating any form of discrimination, exploitation, or abuse. The Company aligns itself with international human rights principles, such as those outlined in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ensuring they are respected in every aspect of its operations.

Meccanoplastica supports workers' rights and rejects any form of forced or child labor. The Company adheres to international principles for respecting working conditions and is committed to promoting a dignified working environment where human rights and freedom of choice are always respected.

Supply Chain Management

Meccanoplastica is committed to building an ethical and responsible supply chain, selecting suppliers who share its values of sustainability, fairness, and regulatory compliance. The company adopts rigorous criteria in selecting partners, evaluating not only the reliability and quality of the products and services offered, but also the suppliers' commitment to maintaining high standards of ethical behavior, thus ensuring a supply chain that respects people and the environment.

Privacy and data protection

The protection of personal and corporate data is an important principle for Meccanoplastica. The Company adopts appropriate measures to ensure information security, complying with current data protection regulations and raising employee awareness of the importance of confidentiality, ensuring that all data is treated with care and discretion. Meccanoplastica guarantees the privacy and security of information, scrupulously adhering to current data protection regulations.

Management of gifts and freebies

Meccanoplastica regolamenta attentamente la gestione di regalie e omaggi, stabilendo che eventuali doni devono essere di valore simbolico e conformi alle pratiche aziendali. L'Azienda vieta l'offerta e la ricezione

di omaggi che possano influenzare le decisioni o creare conflitti di interesse, promuovendo così un ambiente professionale basato sull'etica e la trasparenza.

Industry, trade and protection of industrial property rights

Meccanoplastica firmly believes that lawful conduct and the freedom of industry and commerce are the fundamental cornerstones of an ethical and innovative market economy. It therefore rejects all behavior aimed at perpetrating fraud against national industries or the exercise of commerce, as well as conduct that may in any way violate the intellectual property rights of others. It repudiates any form of illicit reproduction, distribution, duplication, or similar of intellectual property, in whatever form it is expressed (patents, distinctive signs, trademarks, etc.).

Industria, commercio e tutela dei diritti di privativa industriale

Meccanoplastica crede fermamente che la liceità dei comportamenti e la libertà dell'industria e del commercio siano i cardini fondamentali per un'economia di mercato etica e di nuovo corso. Ripudia pertanto tutti i comportamenti finalizzati a perpetrare frodi contro le industrie nazionali o l'esercizio del commercio, così come le condotte che possano determinare in qualsiasi modo una violazione dei diritti di privativa industriale altrui, ripudiando qualsiasi forma di illecita riproduzione, diffusione, duplicazione o simili dell'opere dell'ingegno, in qualsiasi forma siano espresse (brevetti, segni distintivi, marchi, ecc).

REPORTS

Anyone who becomes aware, directly or indirectly, of alleged irregularities and/or violations of the principles described in this Code of Ethics is required to promptly report them to the Sustainability Office.

Reports regarding non-compliance with certain principles set forth in this Code of Ethics must be made in writing, by email to sustainability@meccanoplastica-group.com which will ensure that the data and information received are treated with respect for privacy.

The Sustainability Office has the duty and obligation to ensure that those reporting are protected against any form of retaliation, discrimination, or penalization, ensuring their anonymity and the confidentiality of the facts reported, without prejudice to legal obligations and the protection of the company's rights.

Finally, for any clarification regarding this document and its principles, please contact the Sustainability Office.

CONTROL MECHANISM

After distributing this Code of Ethics to all Recipients, they were asked to commit to respecting and implementing the principles contained therein. Failure to comply with the principles and rules of conduct contained in the Code of Ethics will result in a report to the competent office, which in the event of confirmed non-compliance by the Recipients, will be responsible for implementing appropriate actions and/or measures.

The Code of Ethics is a binding part of the Recipients' contractual obligations, constituting specific clauses that they must observe, pursuant to applicable civil and criminal laws and the obligations established by collective bargaining agreements.

The most appropriate measures to be adopted will be determined based on the type and severity of the violation of the Code. In general, violation of the provisions of the Code by an employee may constitute a breach of the commitments of the employment contract, thus constituting a disciplinary offense. Failure by suppliers to comply with the Code may, however, constitute a breach of contractual obligations, resulting in the contractually stipulated consequences.