



SUMMARY

1. Purpose of the code of Conduct and compliance with the Law
2. Corporate Ethics and Social Responsibility
3. Our principles and our values
4. Safety, Security and Quality
5. Health and Environment
6. Intellectual Property
7. Corruption and bribery
8. Human Rights and Labor Standards

1. Purpose of the Code of Conduct and compliance with the law

The purpose of the code of Conduct is to describe bripac Standards of business ethics. It sets forth bripac behaviour towards our suppliers/customers and how bripac expects our suppliers and partner to act. It applies to all bripac suppliers and sub-contractors of goods and services.

Suppliers and sub-contractors must comply with all laws and regulations applicable to the products or services supplied to bripac. Products and packaging must comply with all applicable laws, statutory and regulatory requirements related to the manner in which the products will be transported and distributed.

2. Corporate Ethics and Social Responsibility

The code of Conduct sets forth our values to ensure that Directors, Auditors, Managers, employees and in general all those who work in Italy and abroad in the name and/or on behalf and/or in the interest of bripac or who have business relations therewith are acting in accordance with relevant laws, regulations and internal policies and furthering our commitment to bripac ethics and corporate responsibility.

3. Our principles and our values

SAFETY AND SECURITY

INNOVATION

SUSTAINABILITY

INTEGRITY

Every employee is responsible for his/her own ethical behavior.

We treat our customers as partners and fairly by also protecting all our customers confidential information.

We treat our suppliers as partners and fairly by never requesting improperly any unfair prices, discounts or services.

We choose Suppliers carefully based on a rational criteria and monitor that every Supplier comply with legal requirements, by acting in a manner that is consistent with our values and principles here outlined.

4. Safety, security and Quality

As precisely indicated on our Quality manual, we take care of Safety, Security and Quality of all our products. We're certified by AFAQ AFNOR according to ISO9001:2015 and we periodically test all our products according to ISO11117:2019 Standards. Additionally, we strictly examine all our products before sending them to our customers worldwide.

5. Health and environment

bripac and all our partners comply with applicable health, safety and environmental laws and regulations. We commit to continuous improvement of occupational health and safety and environmental protection.

All business activities shall be carried out in a manner that considers the environmental implications.

Bripac and all bripac's suppliers pay the utmost attention to:

- protect the environment and treat waste safely and systematically;
- Prevent all accidents and injuries
- Reduce the use of plastic and minimize the impact on the environment and climate.

6. Intellectual property

Any of our partners (suppliers, customers, etc.) will not, without bripac's express prior written consent, disclose with any third party any of bripac's intellectual property or confidential information (products, costs, prices, strategies, processes, know-how, etc.).

7. Corruption and bribery

Bripac has zero tolerance policy towards bribery, which is the acceptance, offering, solicitation or promise of benefits, monetary or in kind, in order to gain business advantages to which we would otherwise not be entitled. Bribery is illegal worldwide and bripac's suppliers must comply with relevant laws prohibiting bribery.

8. Human rights and Labour Standards

bripac prohibits:

- child labor and comply with minimum working age requirements prescribed by national laws and international conventions.
- any form of Forced Labor.

We do not permit or tolerate improper payments of any kind. We promote non-discrimination and respect for employees: Principles of equal opportunity and treatment of employees to be applied, irrespective of skin color, race, nationality, ethnicity, political affiliation, social background, disabilities, gender, sexual identity and orientation, marital status, religious conviction, or age.

We comply with the applicable law concerning working time, including overtime laws.

signed

Matteo Briata, President
Cavaria – 06/12/2024