



Code of Conduct for Excen Suppliers

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1. INTRODUCTION AND PURPOSE

This Code of Conduct sets out the principles and standards that each Excen supplier is required to observe. The aim is to ensure collaboration based on social responsibility, respect for human rights, environmental protection and ethical integrity, in line with Excen's corporate values.

2. WORK AND HUMAN RIGHTS

Excen requires its suppliers to ensure decent working conditions and respect for fundamental rights. To this end, any form of discrimination in the selection and employment of personnel is prohibited, as is forced labour or any practice similar to trafficking in human beings. The minimum age for hiring must comply with current regulations, while workers must enjoy the freedom to join trade unions and bargain collectively.

3. HEALTH, SAFETY AND WELLBEING

Suppliers must undertake to create safe and healthy working environments, in accordance with applicable legislation, by adopting procedures aimed at the prevention of occupational risks. It is necessary to provide employees with adequate personal protective equipment, document emergency plans and ensure continuous training for the management of critical situations. Excen expects constant commitment to maintaining high standards of hygiene and safety.

4. ENVIRONMENTAL PROTECTION

Environmental protection is a pillar of Excen's strategy. Suppliers must comply with all applicable environmental laws and regulations, responsibly managing hazardous substances and waste. The use of low-impact technologies, the reduction of energy consumption and polluting emissions, as well as the promotion of recycling processes and the use of renewable sources are encouraged.

5. ETHICS AND INTEGRITY

Excen demands the utmost rigor when it comes to business ethics. Any form of bribery, extortion or unlawful practice is expressly prohibited. Suppliers must transparently manage gifts and hospitality, ensuring that they do not compromise the impartiality of business decisions. It is also essential to guarantee the confidentiality of data and protect the intellectual property of Excen.

6. REPORTING AND MONITORING

To ensure compliance with this Code, Excen has established dedicated reporting channels, including anonymous ones, to report any violations (<https://excen.segnalazioni.net/>).

Suppliers are required to cooperate with periodic audits and to provide documentary evidence in the event of an audit. Excen reserves the right to take corrective action, which may include suspending or terminating contractual relationships in the event of serious breaches.

7. MANAGEMENT COMMITMENT AND REVIEW

The management of each supplier must designate a contact person responsible for the implementation and monitoring of the Code.

Excen undertakes to schedule periodic reviews of the document to ensure continued compliance with Excen's regulations and corporate values.

San Donato Milanese, 13 June 2025,
The President
Antonio Pacetti