



Mission, Values and Code of Ethics

Mutual respect and loyalty as a priority attitude among collaborators, regardless of gender or hierarchical level, as well as towards external partners, whether they are customers, suppliers or authorities. In particular, it underlines the importance of respecting agreements and written or verbal agreements between people, as well as the importance of timely and open information on the company's situation.

Human relations must be open, free from social, racial and gender prejudices and discrimination.

Attitudinal skills are as important as technical skills. They serve to create a positive group spirit and a sense of belonging to the company.

The sharing of technical knowledge and information on company processes by individual people towards other collaborators is a duty for everyone. The company must not depend in any way on irreplaceable figures who, thanks to this condition, could exert unlawful power within the company.

Compliance with regulations must guarantee a pleasant, safe and healthy social environment.

The use of continuous improvement as a tool for personal and professional growth.

The duty of confidentiality must guarantee the protection of sensitive information towards partners external to the company.

Avoiding activities that lead to conflicts between personal and company interests.

Not accepting gifts in the form of money, services or objects, apart from purely symbolic recognitions. Similarly, the use of such means to favor business or interpersonal relationships is not considered.

Environmental sustainability is a principle that the company wants to promote.

CASRAM S.A. wishes to operate in full compliance with the laws and rules of the markets in which it operates. It pursues transparent and correct behavior towards all public or private entities with which it has commercial relations. CASRAM S.A. considers its human resources to be central to its success. The values of CASRAM SA are:

Mission

CASRAM S.A. aims to achieve economic success through the constant improvement of its products, services and organization, operating in respect of its collaborators and the environment.

This objective must allow CASRAM S.A. to access the necessary financial resources aimed at ensuring investments in resources and means that allow to increase the company's competitiveness and the degree of service towards the market, thus conferring economic stability and safeguarding of jobs.

CASRAM S.A. promotes a safe, inclusive and respectful work environment of human rights. The commitments include:

- Ensuring fair and safe working conditions for all employees, respecting international and local regulations.

- Promoting diversity and inclusion, fighting all forms of discrimination and promoting equal opportunities, including employees with disabilities and belonging to minorities.
- Ensuring that all collaborators have access to training and professional development programs.
- Promoting the well-being of employees through occupational health and safety programs.

Environmental Sustainability Commitment

CASRAM S.A. is committed to minimizing the environmental impact of its activities through the adoption of sustainable practices and the implementation of eco-friendly technologies. The specific objectives include:

- Reduction of greenhouse gas emissions and the company's carbon footprint.
- Efficient management of natural resources and reduction of energy consumption.
- Recycling and responsible waste management, promoting the reuse of materials.
- Monitoring and continuous improvement of environmental performance through internal and external audits.

Corporate Social Responsibility (CSR)

Through the Code of Ethics, CASRAM S.A. intends to formalize the commitment to protect moral and personal integrity, impartiality and equality, the protection of people, environmental protection, health protection, confidentiality and full respect for the law. Transparency and fairness with all public or private partners involved with the company constitute an essential principle for the company that allows it to compete fairly on the market, improve customer satisfaction and protect the company's image, as well as the integrity of its economic and human assets.

Ethical Code

The knowledge and respect of the Code of Ethics is therefore an essential condition that must be issued both towards the collaborators and towards the external partners such as customers, suppliers and authorities.

The Code of Ethics is a document that broadly defines the basic principles inspired by the values of Casram and with which the company intends to structure the various internal and external operational dynamics. Non-compliance with company values and the rules expressed by the Code of Ethics will result in corrective actions.

Combating Child Labor, Forced or Compulsory Labor

CASRAM S.A. prohibits the employment of child labor and any form of forced and compulsory labor in compliance with laws and international conventions.

In addition, it verifies the age of all employees before hiring to ensure compliance with regulations, ensures that all employees work voluntarily and can terminate their employment relationship with reasonable notice, conducts regular internal and external audits to ensure compliance with policies on child, forced or compulsory labor, provides training to employees and suppliers on company policies related to child and forced labor, and involves employees in decisions that affect their working conditions.

Social Dialogue and Collective Bargaining

CASRAM S.A. promotes an open and transparent dialogue with worker representatives:

- involving employees in decisions that affect their working conditions;

- recognizing and collaborating with trade union representatives and the company commission;
- ensuring that worker representatives have access to the information necessary to perform their role;
- supporting the right of employees to collective bargaining;
- negotiating in good faith with worker representatives (Company Commission) to reach agreements that improve working conditions.

Working Conditions

CASRAM S.A. promotes a healthy work-life balance for all employees through the following principles:

- implement flexible work policies;
- respect the right of employees to disconnect outside of working hours;
- avoid communications and work requests during employees' rest periods;
- ensure fair and competitive remuneration, in line with current regulations and best industry practices;
- offer social benefits including healthcare, pension plans, and other incentives to improve the quality of life of employees.

Occupational Health and Safety

CASRAM S.A. promotes a safe work environment through the following occupational health and safety programs:

- implementation of preventive measures to identify and mitigate health and safety risks at work;
- adoption of preventive measures to minimize risks from the use of dangerous equipment, work practices and hazardous substances;
- provision of continuous training on specific risks and safety measures to be adopted;
- raising employees' awareness on the importance of occupational health and safety;
- ensuring that all equipment and work practices comply with safety standards;
- monitoring of working conditions to ensure they are safe and free from health risks;
- ensuring working conditions that protect the psychophysical integrity and health of workers, avoiding undue distress.

Diversity, Equity and Inclusion

CASRAM S.A. is committed to preventing discrimination, harassment and physical, psychological and verbal abuse for all employees in the workplace and promoting equal treatment for people from diverse backgrounds.

Involvement and Transparency

CASRAM S.A. engages all stakeholders in its sustainability initiatives through:

- Transparent communication and open relations with customers, suppliers, employees and local communities.
- Publication of sustainability reports and updates on environmental and social performance.
- Active involvement of local communities through social and environmental responsibility projects.
- Promoting awareness and education on sustainability among employees and stakeholders.

Responsible Supply Chain

CASRAM S.A. collaborates with suppliers and partners who share the same values of sustainability and social responsibility. The actions include:

- Selecting suppliers based on environmental and social sustainability criteria.
- Promoting ethical labor practices throughout the supply chain.
- Periodically monitoring and evaluating suppliers to ensure compliance with company standards.
- Promoting fair trade and the sustainability of the materials used.

Ethics and Compliance

CASRAM S.A. is committed to upholding the highest ethical standards in all business operations. The guiding principles include:

- Operate with integrity, transparency and respect for the law.
- Prevent and combat corruption, fraud, money laundering, conflicts of interest and unfair business practices.
- Ensure the confidentiality and protection of personal and business data.
- Implement compliance policies and procedures for reporting unethical behavior.

Conflicts of Interest and Gifts and Benefits

It is strictly forbidden for CASRAM S.A. employees to receive compensation or gifts in the course of their dealings with external companies. Similarly, it is forbidden to grant illicit compensation or preferential treatment outside of normal acts of courtesy.

In the case of irreconcilable conflicts of interest that could influence the company's operational or strategic choices, the involvement of neutral third parties (management regulates in this sense) is required, in order to safeguard the interests of Casram S.A.

Violations of the Code of Ethics and Disciplinary System

In the event of objective violations of the CASRAM S.A. Code of Ethics, the company proceeds as follows:

1. Minor infractions: that is, infractions limited to behavior not in line with the company's values but which do not result in serious damage to people or things. In this case, CASRAM S.A. proceeds after objective verifications (incontrovertible and demonstrable facts) to an interview with the person directly concerned and the issuance of a written reprimand. In general, after 2 reprimands it is possible to proceed with the termination of the employment contract.
2. Serious infractions: harmful to people or things. In addition to what is stated in point 1, a complaint is filed through the local authorities. For example, in the case of theft, corruption, serious harassment, etc.

The management of CASRAM S.A.'s reports is carried out through a supervisory body composed of an independent team that has the task of collecting information and deliberating any corrective actions.

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