



CODE OF CONDUCT  
FOR SUPPLIERS

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# CODE OF CONDUCT FOR SUPPLIERS

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## FOREWORD

The Code of Conduct for Suppliers (hereinafter referred to as the “Code”) provides the principles to be adhered to by the Suppliers in entertaining business relations with the companies of Danieli Group (hereinafter referred to as “Danieli”).

Danieli is aware of the importance of Suppliers contribution to achieve its goals and customers satisfaction. Considering the role played by its Suppliers, Danieli expects that they abide by high technical and professional standards of work from them and also by the ethical standards inspiring Danieli’s way of doing business.

## 1. INTEGRITY

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Each Supplier undertakes to ensure that its employees comply with current regulations in the countries in which they work, acting fairly and ensuring transparency, refraining from any forms of corruption or undue pressure on third parties, and avoiding any conflict of interest situation. In addition, the Suppliers undertake not to behave in such a way that could lead Danieli’s personnel to break the law or the Danieli Group Code of Ethics.

## 2. ENVIRONMENTAL RESPONSIBILITY

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Danieli expects its Suppliers to be aware of the impact of their activities on environment and local communities, and therefore to be committed to environmental protection, efficient use of natural resources and reduction of polluting emissions.

Danieli expects its Suppliers to comply with the ISO 14001 standard for monitoring, managing and reducing the organisation’s environmental impact; failing this, the adoption of internal policies covering the same aims is strongly recommended.

## 3. VOLUNTARY AND REGULAR LABOUR

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Danieli requires all Suppliers to reject all forms of child, forced and compulsory labour. Suppliers undertake to employ workers with regular visa and/or residence permit, under a regular employment contract and in accordance with local regulations.

## 4. HEALTH AND SAFETY

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Each Supplier shall ensure healthy and safe working conditions for each worker, wherever they are. Danieli requires compliance with OH&S regulations as well as a commitment to continuous technological improvement in workers protection.

Danieli expects its Suppliers to comply with the ISO 45001 standard on OH&S management system. Failing this, the adoption of internal policies pursuing the same aims is strongly recommended.

## 5.

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### **PROTECTION OF HUMAN RESOURCES**

Suppliers undertake to protect the Equality and Human Dignity within their organisations. Danieli shall not accept any discriminatory behaviour (whether based on gender, age, sexual orientation, ethnicity, language, religion, political opinions, personal or social conditions) or harassment, intimidation or abuse (mobbing, bossing).

## 6.

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### **TRANSPARENCY AND COMPLETENESS**

Danieli pays attention to the transparency, completeness and fairness of all the information provided to during the working activities as a necessary requirement for making autonomous and informed decisions. Danieli, therefore, is confident that its Suppliers implement and promote a complete and clear communication at any level and that the information provided to are easily auditable and understandable.

## 7.

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### **QUALITY AND PROFESSIONALISM**

Danieli is confident that all its Suppliers undertake to continuously improve the quality of the products and services, also providing top professionals from whom it expects the utmost commitment and diligence.

## 8.

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### **GIFTS AND HOSPITALITY**

Suppliers shall not offer Danieli employees and/or their family members, either directly or indirectly:

- gifts, except for symbolic value made now and then and exclusively as part of courteous relations (e.g. wine bottle, flowers, baskets of fruit, delicacies and other gifts of modest value commemorating an occasion);
- any kind of hospitality, if not related to business purposes and in any case only for the time strictly necessary for the business activities;
- any other type of gratuity, including holidays or other kinds of invitations.

## 9.

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### **EXPORT AND BUSINESS OPERATIONS COMPLIANCE**

Each Supplier undertakes to act in compliance with local and international laws regulating the import/export of dual-use products or restricting the trade of specific goods or with specific parties.

## 10.

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### **SUPPLY-CHAIN OF SUPPLIERS**

Danieli demands that all supply-chain complies with its principles. As a consequence, Suppliers may not entertain or maintain business relations with counterparties whose behaviour is not in compliance with the content of the Code.

## 11.

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### **CONFIDENTIALITY**

All information provided by Danieli to a supplier shall be presumed to be strictly confidential until proven to be in the public domain, in particular: IP, know-how and price sensitive information. Suppliers shall take all necessary organisational cautions to ensure that only authorised personnel have access to such information and to guarantee that such information is not disclosed and/or used for purposes other than those for which it was provided.

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### **IMPLEMENTATION**

If during the business relations between Danieli and its Suppliers, Danieli becomes aware of any violation of the provisions of this Code, Danieli shall be entitled to ask the Supplier to implement a suitable remediation plan; in case of serious or repeated violations, Danieli shall be entitled to implement any action necessary to protect its image and reputation.

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### **REPORTING NON-COMPLIANT CONDUCT**

Any conduct not in compliance to the above principles as well as to Danieli Code of Ethics or the law must be reported through the **Ethics and Integrity Line** whistleblowing platform at [ethics.danieli.com](https://ethics.danieli.com). Anonymous reports are also allowed.



**DANIELI** THE RELIABLE  
AND INNOVATIVE PARTNER  
IN THE METALS INDUSTRY

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**DANIELI**