



**G.M. INTERNATIONAL S.r.l.
SUPPLIER CODE OF CONDUCT**

SC_eng

Rev. n. 0

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Approved: *Board of Directors* **Minute of meeting:** *16-12-2014*

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1 INTRODUCTION

This code of conduct applies to all businesses that provide products or services for G.M. INTERNATIONAL S.R.L. and its subsidiaries, joint ventures, divisions, or affiliates.

Our company requires that all active and potential suppliers and their employees commit to this “Code of conduct” as an essential condition for doing business.

Further details and documents are available at the following address: www.gmintsr.com

2 ETHICS

Gifts and Gratuities

Suppliers must not offer gifts to G.M. INTERNATIONAL S.R.L. employees. This prohibition also includes gifts of normal value. Although giving gifts is acceptable in some cultures, G.M. INTERNATIONAL S.R.L. requests that suppliers respect its policy that forbids the acceptance of any type of gifts.

Improper Payments

Bribes, kickbacks and similar payments are strictly prohibited. This ban applies even when local laws may permit such activity. Employees, suppliers and agents acting on behalf of G.M. INTERNATIONAL S.R.L. are strictly prohibited from accepting such considerations under any circumstances.

Confidential Information

Proper management of confidential information is critical to the success of both our Company and suppliers that must protect all information, electronic data, and intellectual property or technologies with appropriate safeguards.

Supply Chain Transparency

Supply chain transparency is required to confirm compliance to this code of conduct. To monitor this, G.M. INTERNATIONAL S.R.L. may request documentation, conduct onsite audits, review and approve corrective action plans, and verify their implementation.

Communication

Suppliers are expected to assist G.M. INTERNATIONAL S.R.L. in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees and suppliers.

3 WORK RIGHTS, HEALTH AND SAFETY

Hiring and Employment Practices

Suppliers' hiring practices must include verification of workers' legal right to work in the country and ensure that all mandatory documents, such as work permits, are available.

G.M. INTERNATIONAL S.R.L. suppliers are expected to support diversity and equal opportunity in their workplaces.

Suppliers must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

Health and Safety

Suppliers must provide workers with a safe and healthy work environment. They should take proactive measures that support accident prevention and minimize health risk exposure.

4 ENVIRONMENT

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. They must ensure that their operations comply with all laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal.