



L'APROCHIMIDE S.R.L.

AZIENDA PRODOTTI CHIMICI MINERALI E DERIVATI
SOCIO UNICO

Sede Legale, Uffici e Deposito:
20835 MUGGIÒ (MB) Italy - Viale della Repubblica, 74
Tel. +39 039.27.161
mailbox@aprochimide.it - www.aprochimide.it



PEC: aprochimide@grupposafin.it
CAP. SOC. € 1.000.000,00 INT. VERS.
POS. IMPORT-EXPORT MB 014046
R.E.A. MB-1039013
REG. IMPR. MI-MB-LO E C.F. 02857100586
PARTITA IVA IT 00991540964
CODICE SDI: SUBM70N

SUPPLIER CODE OF CONDUCT

1. Scope

This Code of Conduct defines the principles and standards of behavior that must be respected by all current and potential suppliers of L'Aprochimide, as well as by their employees, collaborators, agents, subcontractors, and business partners involved in the supply of goods or services.

2. Purpose

L'Aprochimide is committed to conducting its business ethically, responsibly, and in compliance with current regulations. To this end, it requires its suppliers to operate according to similar principles of integrity, transparency, and social responsibility. This Code establishes the minimum requirements that all suppliers must meet to establish and maintain business relationships with L'Aprochimide, in compliance with applicable laws and international principles regarding human rights, labor, and sustainability.

3. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, rules, and regulations in the countries where they operate. In particular, suppliers must ensure compliance with regulations regarding:

- Environmental protection;
- Occupational health and safety;
- Labor law;
- International trade and economic sanctions;
- Competition and antitrust;
- Data and information protection. Suppliers must also ensure that these obligations are respected by their own suppliers, subcontractors, and business partners.

4. Environmental Protection

Suppliers must operate in compliance with applicable environmental regulations and adopt responsible practices to reduce the environmental impact of their activities. Specifically, they must:

- Obtain and maintain all environmental permits and submit required reports promptly;



L'APROCHIMIDE S.R.L.

AZIENDA PRODOTTI CHIMICI MINERALI E DERIVATI
SOCIO UNICO

Sede Legale, Uffici e Deposito:
20835 MUGGIÒ (MB) Italy - Viale della Repubblica, 74
Tel. +39 039.27.161
mailbox@aprochimide.it - www.aprochimide.it



PEC: aprochimide@grupposafin.it
CAP. SOC. € 1.000.000,00 INT. VERS.
POS. IMPORT-EXPORT MB 014046
R.E.A. MB-1039013
REG. IMPR. MI-MB-LO E C.F. 02857100586
PARTITA IVA IT 00991540964
CODICE SDI: SUBM70N

- Correctly manage and dispose of hazardous substances and waste;
- Monitor and control emissions, discharges, and waste resulting from production activities;
- Promote the efficient use of natural resources and energy.

5. Occupational Health and Safety

Suppliers must guarantee their workers a safe and healthy working environment, adopting all necessary measures to prevent accidents, injuries, and occupational diseases. To this end, suppliers must:

- Provide adequate health and safety training;
- Adopt risk prevention and management systems;
- Ensure adequate protection for machinery and equipment;
- Ensure the availability of safe, clean, and appropriate work facilities;
- Provide medical care and/or compensation to workers injured or ill due to work;
- Establish accident reporting and management systems.

6. Labor Rights and Working Conditions

L'Aprochimide requires its suppliers to respect fundamental labor rights and adopt fair and respectful work practices. Specifically, suppliers must ensure:

- Freely chosen employment: Any use of forced, bonded, involuntary prison labor, or any other form of coercion is prohibited;
- Prohibition of child labor: Suppliers must comply with minimum working age regulations and not employ child labor;
- Fair wages: Workers must receive compensation and benefits that meet or exceed the minimums established by applicable regulations;
- Working hours: Working hours must comply with the limits set by local legislation;
- Dignified treatment: All workers must be treated with dignity and respect. No abuse, harassment, threats, corporal punishment, or any form of degrading treatment is permitted;



L'APROCHIMIDE S.R.L.

AZIENDA PRODOTTI CHIMICI MINERALI E DERIVATI
SOCIO UNICO

Sede Legale, Uffici e Deposito:
20835 MUGGIÒ (MB) Italy - Viale della Repubblica, 74
Tel. +39 039.27.161
mailbox@aprochimide.it - www.aprochimide.it



PEC: aprochimide@grupposafin.it
CAP. SOC. € 1.000.000,00 INT. VERS.
POS. IMPORT-EXPORT MB 014046
R.E.A. MB-1039013
REG. IMPR. MI-MB-LO E C.F. 02857100586
PARTITA IVA IT 00991540964
CODICE SDI: SUBM70N

- **Non-discrimination:** Suppliers must ensure equal opportunities and not discriminate based on race, color, gender, age, religion, national origin, disability, sexual orientation, or any other legally protected status.

7. Business Ethics and Integrity

Suppliers must conduct their activities according to the highest standards of integrity and fairness. Specifically:

- **Fair competition:** Operate in compliance with antitrust and fair competition regulations, avoiding collusive agreements, price manipulation, or other unfair business practices;
- **Anti-corruption:** It is strictly forbidden to offer, promise, or accept bribes, illicit payments, or any other form of undue advantage aimed at influencing business decisions;
- **Fraud prevention:** Suppliers must adopt transparent and honest behavior in all business transactions.

8. Trade Sanctions and Export Controls

Suppliers must comply with all applicable regulations regarding economic sanctions, embargos, and export controls adopted by the European Union or other competent authorities.

9. Data and Information Protection

Suppliers must ensure the protection of confidential information and personal data they may access while conducting business with L'Aprochimide. They must adopt appropriate security measures to prevent unauthorized access, loss, or misuse of information, in compliance with applicable data protection regulations.

10. Monitoring and Audits

Suppliers are required to monitor their own compliance with this Code. L'Aprochimide reserves the right to request information, documentation, or conduct reasonable audits to verify compliance with the principles contained in this Code.

11. Reporting Violations

Suppliers are required to promptly report any violations of this Code or behavior non-compliant with the principles established herein to L'Aprochimide.



L'APROCHIMIDE S.R.L.

AZIENDA PRODOTTI CHIMICI MINERALI E DERIVATI
SOCIO UNICO

Sede Legale, Uffici e Deposito:
20835 MUGGIÒ (MB) Italy - Viale della Repubblica, 74
Tel. +39 039.27.161
mailbox@aprochimide.it - www.aprochimide.it



PEC: aprochimide@grupposafin.it
CAP. SOC. € 1.000.000,00 INT. VERS.
POS. IMPORT-EXPORT MB 014046
R.E.A. MB-1039013
REG. IMPR. MI-MB-LO E C.F. 02857100586
PARTITA IVA IT 00991540964
CODICE SDI: SUBM70N

12. Consequences of Non-Compliance

Failure to comply with this Code may result in corrective measures, including:

- Request for the implementation of a corrective action plan;
- Suspension of the business relationship;
- Termination of the contract in the most serious cases.

13. Acceptance of the Code

Compliance with this Code of Conduct is an essential requirement for establishing and maintaining business relationships with L'Aprochimide. Suppliers are responsible for ensuring that their employees, collaborators, and sub-suppliers know and respect the principles contained in this document.

Company: _____

Place and Date: _____

Signatory Name and Role: _____

Signature: _____