

ETHICAL CODE

Domus Chemicals is committed to founding its business on strong human values and solid principles of loyalty, morality, respect and correctness. These fundamental principles are the basis of an important document, useful for establishing good rules and non-negotiable minimum standards that we require from our direct and indirect suppliers, for the daily respect of the human rights and the achievement of solid commercial relationships.

This Code has been prepared with the aim of clearly defining the set of values that Domus Chemicals recognizes, accepts and shares, and which therefore requires to companies, including subsidiaries, with which it collaborates and conducts business in the context of all activities carried out.

Domus Chemicals expects the supplier to comply with all applicable laws and regulations, achieving a consistent reputation in terms of international standards, including UN Guiding Principles on Business and Human Rights, the International Labour Organization's Fundamental Conventions and the UN Global Compact principles.

Sharing and application of the fundamental values collected in this document lead to clearly define that it is not just its duties rights and interests, but also those of others. In other words, one must be aware that the wellness and respect for all must always be explicitly taken into consideration.

Human rights

Domus Chemicals offers all workers the same job opportunities so that everyone can enjoy fair treatment based on criteria of merit. Equally, the identification and selection of the personnel to be hired must take place by evaluating the specific skills, the professional profile and the technical and psycho-aptitude skills of the candidate, meeting needs and requirements of company. Within the limits of the available information, the Human Resources Function takes appropriate measures to avoid favoritism or forms of nepotism in the phases of selection and personnel recruitment and to guarantee the respect of equal opportunities for all the subjects involved.

Accordingly, all companies, to put in place their activities, should act in compliance with the principles of fairness, freedom, human dignity and respect for diversity in personnel recruitment practices, training access, promotion or dismissal, repudiating any discrimination or psychological violence based on sex, ethnic groups, languages, personal and social conditions, religious and

political beliefs. Therefore, businesses should support and respect the protection of internationally proclaimed human rights, ensuring that they are not complicit in any form of abuse of the above-mentioned.

The exploitation of forced and child labor is strictly prohibited. We also expect our suppliers to respect and recognize the right of every employee to collective bargaining without penalty, discrimination or harassment.

Finally, companies must respect the right to privacy of their employees, handling all data concerning them in accordance with and for the effects of the applicable law in the country of reference.

Health & Safety

Domus Chemicals promotes the culture of health and safety in the workplace, providing its employees with training, information and support. In strict compliance with the applicable legislation in the field of accidents and occupational diseases prevention, both national and European, the company ensures that risk assessments are carried out and that appropriate corrective measures are taken to avoid risks to health, human safety and for the same business activities; then promotes the development and application of contingency planning for residual risks management.

Domus Chemicals requires the strict observance of the accident prevention measures for third parties operating in its facilities and ensures that those who access it are adequately equipped to perform their tasks safely within the workplace.

Therefore, the company expects that the operating and management systems of its suppliers will offer its employees safe working conditions, actively contributing to the prevention of accidents and occupational diseases. Working environments/workstations must be constructed and maintained in compliance with current legislation and regulations.

Like Domus Chemicals, companies must be ready to deal with emergencies. This includes worker notification and evacuation procedures, emergency training and drills, appropriate first aid kits, fire extinguishing equipment and emergency exits. The provider must regularly offer courses to employees for emergency plans, dealing with emergencies and medical care.

All products and services provided must comply with the quality requirements of Domus Chemicals, but above all meet the quality and safety standards required by the legislation in force.

Environmental sustainability

As part of its business, Domus Chemicals is inspired by the principle of environmental protection.

Consequently, it requires that the companies with which it collaborates support a precautionary approach to environmental challenges, taking initiatives to promote greater responsibility, encourage the development and diffusion of environmental friendly technologies.

Companies should optimize their consumption of natural resources by implementing and demonstrating valid measures to prevent pollution and minimize the production of solid waste, waste water and atmospheric emissions. Suppliers are required to analyze the waste produced, before disposing of it or recovering it in an appropriate manner, so in compliance with the laws and regulations in force.

Suppliers must also list hazardous materials, substances and chemicals, ensuring they are managed in total safety. All laws and regulations in force must be followed very strictly. As a result, the company must ensure that key employees are informed and trained on the safety practices of the products in question.

The company requires suppliers to comply with the laws and regulations on ethical trade in force in countries where raw materials are purchased, produced and incorporated into Domus Chemicals products.

Business Integrity

Domus Chemicals condemns any form of corruption and subornation, including extortion and abuse of office.

Domus Chemicals recognizes and respects the right of its employees to participate in business or investments outside the sphere of corporate interest, provided that these are activities permitted by law and compatible with the obligations undertaken towards the company. In general, employees of Domus Chemicals are required to avoid all situations where a conflict may arise with the interests of the company or which may interfere with their ability to make decisions impartially, in the best interests of the company and in full compliance with the principles and contents of this Code or to exactly fulfill the functions and responsibilities covered.

Each employee of Domus Chemicals is obliged to collaborate, within the scope of his/her responsibilities, so that the management facts are correctly and promptly represented in the accounting records. It is forbidden to carry out behaviors that may prejudice the transparency and

traceability of financial reporting. It is the duty of all competent employees to ensure that the documentation is traceable at any time.

Accordingly, Domus Chemicals expects that all its suppliers do not offer or accept bribes, that do not violate or lead their business partners to violate any anti-corruption law or regulation, which keep their accounting books transparent and up-to-date in order to demonstrate compliance with current governmental and sectorial regulations and to report to Domus Chemicals any situation that could potentially be considered a conflict of interest by employees or professionals contracted with the aforesaid company.

The observance of this Ethical Code must be considered an essential part and fundamental fulfillment for the creation and maintenance of a solid commercial relationship with the Domus Chemicals S.p.a company.

Pedrengo, 30/01/2024

General Management

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