

SUPPLIER CODE OF CONDUCT





GROUP PRINCIPLES OF BUSINESS ETHICS



Preamble and group principles of business ethics



CGT is a service company that is part of the TESSA Group, an international group made up of 24 companies all over Europe, with the same distinctive values and the same purpose: powering the growth of people, business and communities.

TESSA is committed to the development, implementation and continuous improvement of its various business processes and to the involvement of all its people in the need to pursue the mission that each company of the Group has identified in relation to its scope of activity.

In carrying out its activities, TESSA has identified certain fundamental principles that guide its behaviour and relationships, at all levels, and characterize the Group's actions.

Legality

TESSA recognizes compliance with laws and regulation as a fundamental principle.

Integrity

TESSA conducts itself with moral integrity, transparency and the values of honesty, fairness and good faith.

Transparency

TESSA maintains relationships characterized by transparency, sharing of information, knowledge, experience and professional skills both internally and externally.

Responsibility

Each person in the Group performs his or her work and services with enthusiasm, diligence, efficiency and fairness.

Fairness

All the actions and operations performed and the behaviour of each person of the Group in the performance of the role or assignment are aimed at the legitimacy and protection of TESSA according to the current regulations and internal procedures.

Excellence

Each person in the Group is called upon to work with a view to the constant pursuit of excellence and the development of innovative solutions, in all areas of activity, to foster and pursue the highest degree of innovation, in pursuit of the Group's strategic design.

Environment protection

All actions and operations must be oriented towards environmental protection, following the Group's lines of conduct, in order to preserve the environment, optimise the use of natural resources and limit their use with a view to safeguarding future generations.

Health and Safety

Within the scope of its activities, TESSA pursues the objective of guaranteeing safety and safeguarding the health of its stakeholders, ensuring a working environment that complies with current health and safety regulations and guaranteeing all necessary prevention measures against accidents and illnesses at work.



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Supplier code of conduct



The principles contained in this Supplier Code of Conduct are addressed to all direct suppliers of CGT, whether suppliers of products and/or services.

ENVIRONMENTAL RESPONSIBILITY

CGT acts in the conviction that the environment is a heritage to be safeguarded in the interest of all. CGT is inspired by the principles of sustainability and environmental protection. It has always recognised the high value of environmental protection, also in relation to a sustainable development of the territory.

CGT considers it essential that, in compliance with national and regional regulations, each supplier undertakes to ensure that all its activities are carried out in full respect of the environment, minimising both the direct and indirect environmental impacts of its activities, in order to preserve the natural environment for future generations.

SAFEGUARD OF NATURAL RESOURCES

CGT encourages its suppliers to minimise their impact on natural resources through conscious and efficient behaviour. CGT calls for a commitment to use water in the most responsible and controlled way possible. It also exhorts them to minimise their consumption of raw materials by adopting more responsible behaviour and using recycled or environmentally friendly raw materials. In addition, suppliers are encouraged to adopt correct waste management measures, giving priority to reuse and recycling and, where this is not possible, using the correct disposal procedures. In general, efforts should be intensified to minimise the environmental impact and to ensure the compatibility of each activities with the territorial context.

REDUCTION OF ENERGY CONSUMPTION AND GREENHOUSE GASES

CGT encourages suppliers to take specific actions to monitor their energy consumption and implement energy efficiency measures, with the consequent reduction of CO2 emissions. In addition, suppliers should take measures to direct their activities towards carbon neutrality and Net Zero, also engaging their supply chain to develop a similar approach.

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FAIR BUSINESS PRACTICES

CGT requires suppliers to respect CGT's ethical principles and to comply with company guidelines. CGT expects its suppliers to behave in a fair manner and in accordance with legal provisions and CGT's ethical principles, with particular attention to compliance with procedures and good practice in ethics, health and safety in the workplace.

DIVERSITY AND INCLUSION

CGT rejects any form of discrimination based on gender, sexual orientation, race, national and social origin, language, religion, political belief, age, health status or proximity to political and trade union associations. CGT encourages its suppliers to actively promote and develop diversity and inclusion in all company positions.

BUSINESS ETHICS

CGT believes that suppliers should conduct their business in an ethical manner, acting with integrity in every aspect of their business. CGT encourages its suppliers to avoid any potential conflict of interest and all forms of bribery, corruption, extortion and embezzlement. CGT Collaborators and their closest family members are prohibited from receiving or offering money, gifts, favors or benefits from/to third parties (Public Administration, customers, suppliers, etc.), in order to obtain unfair or improper advantage for themselves or for the Company itself.

HEALTH AND SAFETY

Occupational health and safety management is a rigorous process, based on compliance with current regulations and relevant technical standards and certifications. CGT is certified to ISO 45001 for the effective management of these aspects. This is why CGT exhorts its suppliers to commit to a working environment that complies with current regulations, taking all necessary measures to prevent accidents and occupational diseases. Suppliers will have to ensure the Health and Safety of their employees and collaborators, and workplaces must be maintained safe and healthy. Furthermore, it will be essential to provide specific procedures to react immediately and fully to any possible Health and Safety or Environmental emergency.

HUMAN RIGHTS

CGT, through Tesya, has joined the UN Global Compact local network, through which CGT aims to spread responsible business practices and social and civil behaviors that are mindful of the welfare of employees and the communities in which CGT and its suppliers operate. CGT encourages its suppliers to respect globally recognised human rights in all their activities. CGT does not accept any form of forced labour, slavery, child labour, human trafficking and exploitative labour practices.

Communication and dissemination of the supplier code of conduct

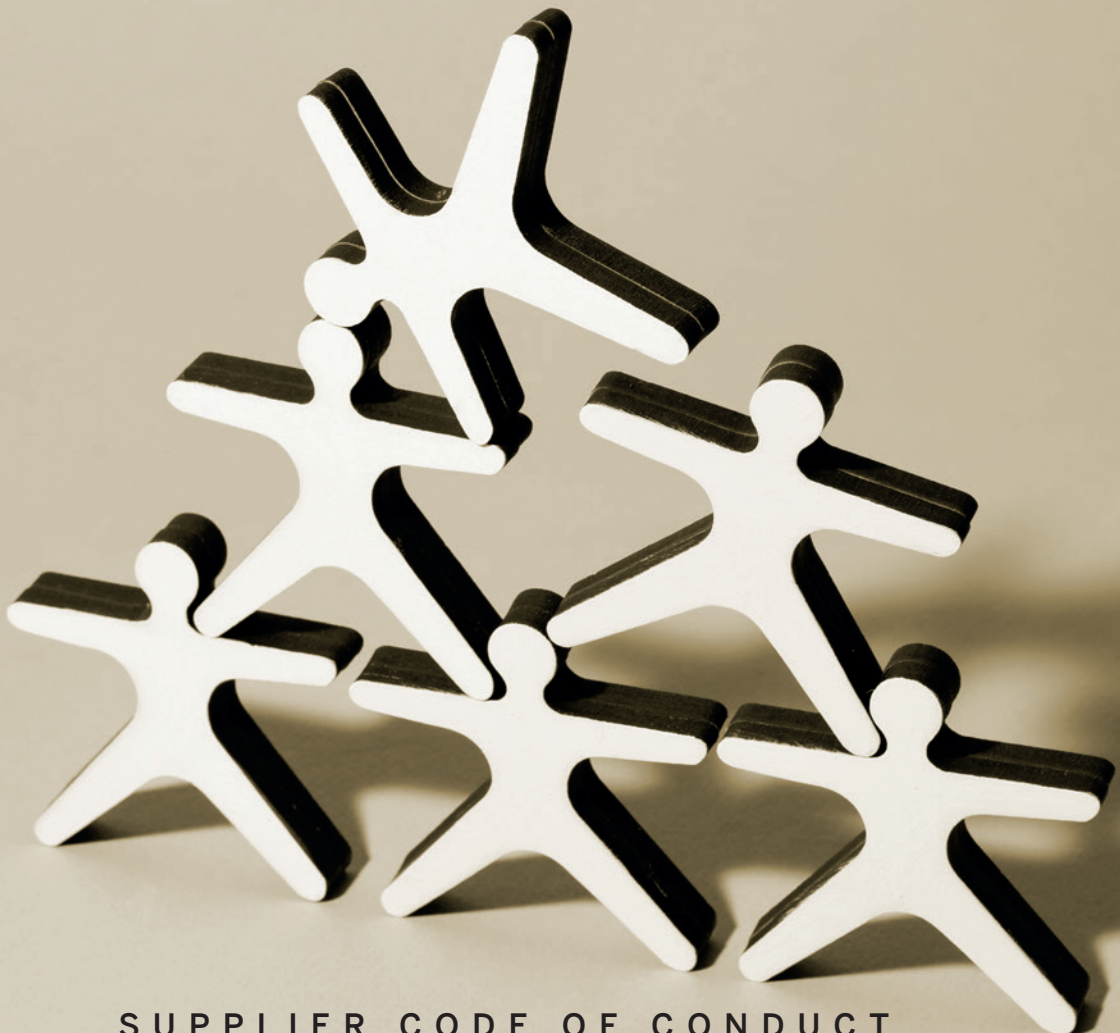
CGT is committed to communicating the principles contained in this Document to its suppliers, requesting the acknowledgement and the acceptance, also with the aim of raising their awareness and their engagement on the field of sustainability.

The Supplier Code of Conduct is also always available on the website open to the public

www.cgt.it

The Supplier Code of Conduct was approved by the CEO of CGT on

18th October 2024



**SUPPLIER CODE OF CONDUCT
18TH OCTOBER 2024**

CGT 
A TESYA COMPANY

SUSTAINABILITY MANIFESTO

Every company that wants to operate in the market and leave a positive mark on society must adopt its own sustainable business model.

We have built our model on the concept of **shared value**.

We believe that real economic value only exists if it is associated with shared value: a long-term value that links our current choices to a **sense of responsibility towards present communities and future generations**.

WRITING THE FUTURE

This Manifesto summarises the meaning we attribute to sustainability and, therefore, how we relate to the future.

We want to write **our future** ourselves because, as the TESSA Group, we see ourselves as proactive actors in sustainability.

We are aware of the responsibility that directly concerns us. As a large industrial Group, we are a link in a **business community** that primarily depends on our choices. Therefore, in strengthening the **circular economy**, we work to offer our customers a sustainable and responsible business, focusing on innovation to multiply the effect of our commitment.



Our commitment spans three areas

We are aware that our approach to sustainability is more valuable when it is **public and shared**, both within our corporate organisation and externally, with all stakeholders, partners, and the communities in which we operate.

ENVIRONMENTAL RESPONSIBILITY

We commit to ongoing work on energy consumption and emissions to continue **reducing our impact**. We will continue to follow "TESYA DECARBONISATION 2030", the multi-level investment and transformation programme through which we develop concrete actions for climate and the environment, reducing energy consumption and subsequent CO₂ emissions. From the circular economy perspective, we will continue the rigorous mapping of materials, resources, and waste.

BUSINESS RESPONSIBILITY

We will continue to commit to ethical and responsible management that reassures and motivates stakeholder trust. We will continue strengthening the governance structure, ensuring maximum transparency, accountability, and efficiency in business decisions.

SOCIAL RESPONSIBILITY

We know a safe, inclusive, and stimulating work environment is essential for developing companies and the people representing them. Training and valuing young people also builds the future of a healthy community. We will continue to promote the well-being and growth of our people while respecting each individual's diversity, in continuity and coherence with our Group purpose, which commits us to supporting people, businesses, and communities.

We are aware that the future will truly be ours only if we write it together. This is our way to the future.

Our way to the Future