



OFFICINE VARISCO srl
L. Einaudi 99
45100 Rovigo (Italia)
Tel. +39 0425 471740
info@officinevarisco.it
www.officinevarisco.it

Capitale Sociale €20.000,00 i.v.
R.E.A. n. 158016
Reg. Imp di Rovigo, 01452430299
C.F. - P.IVA 01452430299

Rovigo,

CODE OF CONDUCT FOR SUBCONTRACTORS AND SUPPLIERS

Officine Varisco srl and its Company's affiliates are governed by ethic principles, moral integrity and compliance. In respect of Principles of Conduct and of the lines guides of Officine Varisco and the United Nations Global Compact Initiative, both are mandatory for all the employees Officine Varisco.

From subcontractors and suppliers, Officine Varisco expects the same kinds of mandatory conducts: integrity, ethic conduct, respectful of the laws as on the Global Compact Initiative (<http://www.unglobalcompact.org>) and of the common laws as below.

Fight against corruption

Subcontractors and suppliers fight against criminal influence or immoral actions that interfere on Officine Varisco decisions or by others Companies or Institutions, they fight against corruption inside theirs Companies.

Fight against illegal agreement

Subcontractors and suppliers do not participate on illegal agreements anti competitive but take up actions against illegal cartels

Fight against illegal work and moonlighting

Subcontractors and suppliers act in accordance with the laws to eliminate moonlighting

Respect of the fundamental employee rights

Subcontractors and suppliers respect the healthiness, occupational safety and the employees personal rights and they observe the code of respect, equity and non discrimination.

They employ and they remunerate their employees on the base of adequate contracts and comply with the laws.

They are subjected by the minimum International laws about work.

Respect for the ambient

Subcontractors and suppliers are governed by the ambient laws of theirs State to reduce at the minimum the pollution.

Officine Varisco asks to its Subcontractors and suppliers to ask to their subcontractors and suppliers to respect the Global Compact Initiative principles and to respect the minimum normative of this Code Conduct for subcontractors and suppliers (Flow down).

Subcontractors and suppliers of Officine Varisco have to communicate any violations of this Code Conduct for Subcontractors and suppliers and how based upon these violations could be any interferences on the mutual business.

Subcontractors and suppliers have to communicate any kind of irregularity occurred by any of the Officine Varisco employee.

Compliance communication Officine Varisco

Anyone who wants to inform a violation regarding general standards of governance can do it by using the contact form of the Officine Varisco web site.

Officine Varisco Compliance can be reached by:

Internet: <http://www.officinevarisco.it> mail: info@officinevarisco.it Phone: +39.0425.471740

Subcontractors and suppliers have to actively solve any suspect case and operate without conditions with Officine Varisco towards them.

If there are valid reasons to consider that a subcontractor or a supplier have committed a violation about this Code of Conduct



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for Subcontractor and supplier or if a Subcontractor and supplier encounter a suspect case of violation and can not operate in a good manner its obligations to solve the case or can not be cooperative, Officine Varisco , on the basis of the contract rights or legal terms can terminate every relationship with the subcontractors or suppliers, with immediate effect.

In case of violation of this Code of Conduct for subcontractors and suppliers, Officine Varisco has the rights to begin further lawsuit cause and in particular claim for request payout.

Officine Varisco each time it considers necessary, can update this Code of Conduct and it expects from its subcontractors and suppliers the acceptance of modifications.

Subcontractor and supplier declare:

- 1) We received this Code of Conduct for subcontractors and suppliers and we declare to accept it with the others contractual obligations towards Officine Varisco we commit to respect it
- 2) We understand that this declaration is subjected by the law of the Italian Republic (with exclusion of International Law about Privacy)

Place/date

Sign of subcontractor/supplier

Company stamp

Name/function