

CONDUCT CLAUSE FOR SUPPLIERS

Compliance with laws

Environment

Sourcing

Health and Safety

Ethics

Human rights

Inspections

CONDUCT CLAUSE FOR SUPPLIERS

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INTRODUCTION

As important partners in achieving our goals, we ask suppliers of Finder S.p.A. to share our commitment to high standards of integrity and sustainability.

These principles are the foundation of our collaboration and extend across the entire value chain.

Our focus on transparency and fairness is embodied in compliance with the following key points, outlined in our Conduct Clause:

- Compliance and Business Ethics;
- Human Rights and Fair Working Conditions;
- Health, Safety, and Environment;
- Responsible Sourcing and Material Compliance.

We therefore ask our suppliers to adhere to the Finder Conduct Clause for Suppliers or to apply similar sustainability policies and procedures within their own organization.



FUNDAMENTAL PRINCIPLES

Every Finder Supplier is asked to conduct all activities ethically, refraining from inappropriate business behavior, corruption, and forced labor; in particular, they are asked to commit to and guarantee:

1. Compliance with Laws and Regulations

By complying with all applicable laws and regulations, as well as contractual obligations towards Finder.

3. Fair Working Conditions

Guaranteeing fair working conditions, avoiding discrimination, respecting employees' rights to free association, and not tolerating child or involuntary labor.

2. Human Rights

Respecting personal dignity, privacy, and the rights of every individual, refusing any form of labor imposition and prohibiting abusive or exploitative behavior.

4. Health, Safety, and Environment

Guaranteeing a safe and healthy work environment, appointing a person responsible for managing health, safety, and environment programs, and ensuring that workers are adequately trained and aware of risks.





5. Material Compliance

Guaranteeing that the goods supplied to Finder comply with relevant regulations and declaring the list of prohibited or restricted substances.

7. Secure Business

Implementing measures to minimize exposure to security threats regarding company assets and, likewise, respecting Finder's procedures when visiting or working at our locations.

9. Inspections and Corrective Actions

Keeping track of relevant documentation to demonstrate compliance with Finder requirements and promptly taking corrective actions in case of non-compliance found during audits or inspections.

6. Business Ethics

Refraining from any form of corruption, complying with antitrust laws, protecting confidential information, and respecting intellectual property.

8. Ethical and Responsible Sourcing

Selecting first-tier suppliers based on standards comparable to those mentioned here, using subcontracting under conditions that guarantee compliance with the same requirements, and promoting supply chain traceability to ensure the responsible origin of materials, with particular attention to "conflict minerals".

10. Dialogue and Reporting

We believe in a professional relationship based on mutual trust. Therefore, should you have doubts or concerns about potential non-compliance with the principles of this Code, we invite you to communicate them to us through the whistleblowing reporting channels, in order to analyze and address the situation together.

