

Supplier Code of Conduct

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yamamay

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Introduction

Inticom S.p.A./Yamamay is committed to managing its activities in compliance with laws and ethical business practices, in line with its commitments to develop a sustainable business model and according to the ethical and moral values defined on the basis of the principles of honesty, fairness, integrity, transparency and mutual respect.

For this reason, the Brand expects its suppliers to act in accordance with the same principles and share the same commitments, respecting and enforcing them by its subcontractors, in compliance with the regulations enforced in the countries of operation and in accordance with the principles expressed in this document.

The Supplier Code of Conduct (hereinafter referred to as “Code”, “Code of Conduct”) defines the expectations of the Brand towards their suppliers on fundamental issues such as respect for human and workers’ rights, health and safety requirements, respect for the environment, promotion of animal health and welfare, guarantee of product safety and quality and respect for business ethics.

The Code is based on the principles set by the International Labour Organization (ILO)’s Conventions, by the Universal Declaration of Human Rights, the OECD guiding principles and the principles of the UN Global Compact. Suppliers undertake to comply with the principles and provisions contained in this Code. Compliance with the Supplier Code of Conduct is a necessary condition for establishing and maintaining a business relationship with Inticom S.p.A./Yamamay.

The following document sets out requirements based on international principles that may be more restrictive than local legal and regulatory requirements and requires suppliers to apply the most restrictive standard in force in the event of conflict. It is intended that, if a provision of the Supplier Code of Conduct conflicts with the regulations in force, the latter must be applied and the supplier must promptly inform the Brand of the ways in which it may continue to support and comply with the principles and purposes of this Code without violating the law.

The duties expressed in the Code of Conduct apply to the entire supply chain of the Brand. Suppliers who use sub-suppliers and sub-contractors (hereinafter jointly referred to as “suppliers”) guarantee their work to Inticom S.p.A./Yamamay and ensure and verify that they comply with this Code of Conduct and fulfill its obligations.

In the event of a breach or conflict with this Code of Conduct by a supplier or its sub-supplier or sub-contractor, the Brand reserves the right to evaluate and terminate the business relationship, under the conditions provided by law and without prejudice to any further action that the Brand may take.

1 Application principles

Inticom S.p.A./Yamamay requires its suppliers to adopt exemplary behavior in terms of social responsibility, in line with local and national laws and regulations, as well as internationally recognized standards and requirements. In particular, Yamamay's suppliers must comply with the following principles:

- Principles relating to respect for human and workers' rights;
- Principles relating to health and safety at work;
- Principles relating to environmental protection;
- Principles relating to animal health and welfare;
- Principles relating to product safety and quality;
- Principles relating to the respect of business ethics.

1.1 Principles relating to respect for human and workers' rights

Labor relations

Suppliers are required to comply with local laws and regulations regarding employment, hiring, relationship management and termination.

The employment relationship between supplier and employee must always be freely agreed between the parties. Suppliers must not abuse temporary employment contracts, apprenticeships and traineeships to avoid the payment of wages and benefits provided by law. Suppliers must also prevent illegal, clandestine or undeclared forms of employment, in particular they must ensure that temporary or indirect employees do not have to pay recruitment fees.

Suppliers must ensure that all employees have the right to work and that they receive written and understandable information regarding working conditions, including details of remuneration, working hours and holidays before starting the employment relationship.

In dealing with redundancies, where possible, in compliance with the reference standards, suppliers must limit the effects of the actions taken and provide appropriate information and assistance to employees.

The employer is obliged to respect the privacy of employees by making personal information accessible only to authorized personnel in order to avoid the use of such data for purposes not in accordance with the law or for discriminatory purposes.

Working hours

Suppliers are required to ensure that regular and overtime working hours comply with national laws, applicable collective labor agreements or industry and international standards. Hours worked, including overtime, must not exceed 60 hours per week even in the presence of less restrictive laws, or fewer hours where required by law.

Temporary exceptions to this limit are permitted in operating situations with particular workloads, provided that the applicable law is complied with.

Overtime work must be carried out voluntarily, cannot be requested on a regular basis and must be remunerated at an increased rate.

Employees are entitled to the minimum number of rest days laid down by local law and at least one day off in a seven-workday period, in addition to annual leave. Exceptions are permitted only in the case of seasonal peaks of work, if this is in accordance with the applicable law.

Compensation and benefits

Suppliers are required to regularly pay their employees in accordance with the legal requirements or the requirements of collective labor agreements if more favorable. Where no minimum wage has been set by law, suppliers are required to pay their employees in such a way as to meet the basic needs of the employees and to ensure an adequate income for this purpose.

Suppliers are also required to grant statutory benefits (e.g. social security, parental leave, annual leave and public holidays).

The application of withholding taxes on wages for disciplinary reasons, such as fines or penalties, is prohibited, except for reductions provided for by law. Suppliers are required to document such deductions in a transparent manner and with the employee's consent.

Child Labor and Young Workers

Suppliers are not allowed to hire people who have not reached the minimum age for admission to employment provided by the law of the country in which they operate and in any case below the age of 15 years or the age at which they cease their compulsory education.

In addition, the supplier must ensure that employees under the age of 18 (so-called “young workers”) do not perform hazardous work or night work, in particular they must not perform work that may interfere with education and training, or with their health and physical, mental, intellectual, moral or social development.

To this end, suppliers are required to adopt control systems that make it possible to verify the age of each employee through personal identification documents or other reliable tools to ascertain the age of the employee.

Forced Labor

No person should be hired or forced to work against their will.

In particular, any form of forced or compulsory labor intended as work or service imposed on an individual with the threat of any form of punishment or without receipt of remuneration and for which the person has not offered himself/herself on his/her own initiative is prohibited. Slavery, workers bound by debt repayment, trafficking of human beings and other forms of physical or psychological coercion are also prohibited.

Suppliers must not restrict the freedom of movement of their employees, must not retain personal identification documents but may request to deposit them in cases required by law to initiate or renew the employment relationship. In all cases, suppliers must not require a security deposit and employees must be free to terminate their employment at any time upon reasonable notice.

Discrimination

Suppliers must not discriminate in any way in the recruitment, remuneration, training, promotion, termination of employment and retirement phases based on race, caste, creed, nationality, religion, age, physical or mental disability, gender, marital status, skin color, pregnancy, social or ethnic origin, sexual orientation, political or trade union affiliation and/or any other state or personal characteristic.

Harassment and abuse

Suppliers are required to treat their employees with dignity and respect and under no circumstances can they resort to any form of abuse or harassment such as physical or psychological abuse, sexual or racial harassment, verbal harassment, physical violence, abuse of power or any other form of harassment or intimidation.

Freedom of association and collective bargaining

Suppliers are required to respect the freedom of association and collective bargaining of their employees and respect the right of association or trade union membership of their employees without interference, sanctions or retaliation. Suppliers are also encouraged to adopt a constructive attitude towards trade union activities and to ensure appropriate channels of communication when freedom of association is restricted by law.

Training and development

Suppliers are required to guarantee an adequate level of training and ability of their employees in order to guarantee the levels of quality required by the Brand. They must also provide adequate tools for developing the skills and abilities of their employees.

1.2 Principles relating to health and safety at work

Suppliers are required to provide a safe and healthy workplace for their employees that meets the regulatory requirements of practicability and safety required by local law, ensuring minimum conditions of light, ventilation, hygiene, fire prevention, emergency prevention and response devices, safety measures, first aid equipment, personal protective equipment, access to drinking water and toilets.

If suppliers offer employees dormitories and/or canteen rooms, they will be responsible for ensuring that construction and maintenance is carried out in accordance with the law and regulations in force. The dormitories and/or canteen rooms must be clean and safe and must comply with applicable health, safety and hygiene laws and the principles set forth in this

Code. Employees must have access to hot water, toilets, working heating and cooling services, and reasonable personal spaces with complete respect for privacy.

The provisions relating to the accommodation of workers must ensure freedom of movement and respect for workers' rights (prohibition of forced and child labour, working hours, regular employment relationships, health and safety) for example by ensuring adequate separation between dormitory and/or canteen areas and production and/or work areas.

Suppliers are required to proactively take all necessary measures to prevent accidents and injuries at work and to comply with all applicable health and safety laws. To this end, suppliers are required to train their employees and maintain a system of evidence and control to ensure that all employees await such courses. Suppliers are required to appoint a person in charge of health and safety.

1.3 Principles relating to environmental protection

Please refer to ANNEX 2: Charter of Values of Sustainability.

1.4 Principles relating to animal health and welfare

Suppliers are required to comply with applicable animal health and welfare laws and regulations in relation to their breeding, handling, transportation, hunting and slaughtering.

Suppliers are encouraged to implement good practices along the production chain that promote respect for animal welfare, improve and monitor animal welfare and promote compliance with the latest and most advanced scientific standards and best practices along the supply chain.

1.5 Principles relating to product safety and quality

Suppliers are required to comply with all international safety regulations applicable to the products, packaging and services provided, in particular the requirements regarding chemicals and the aesthetic, physical and mechanical characteristics of the products, in line with accepted industry standards to protect the health and safety of the consumer and the environment and the requirements set forth in the contract.

The Brand promotes a relationship of trust and transparency with its suppliers and wants to promote the traceability of its supply chain, in compliance with the principles contained in this Code. For this reason, suppliers may rely on third parties only after having received written confirmation from Yamamay. Suppliers must communicate the identity and geographical location of the sub-suppliers and structures involved and must provide, on request, information on the origin of the main raw materials used. Suppliers are required to include clauses in their agreements with subcontractors that are of the same scope as those entered into with the Brand.

1.6 Principles relating to the respect of business ethics

Legal requirements

In carrying out their activities, suppliers are required to act in accordance with applicable local, national and international regulations.

Relations with the Public Administration

Suppliers must not offer money or any other advantage of any kind to a government employee, his family or any other person related to him, either directly or through an intermediary. Likewise, they must not seek to establish personal relationships of favor, influence or intrusion with the aim of directly or indirectly influencing the activity they carry out.

Anticorruption

The Brand adopts a zero-tolerance policy on corruption and requires its suppliers to comply with the applicable regulations on the subject, as well as to adopt measures to prevent, detect and sanction significant facts in terms of corruption or trafficking of influence.

Preventing conflicts of interest

The Brand requires its suppliers to comply with applicable legislation, to report situations that appear to be in conflict of interest before entering into business relationships and to report cases in which Yamamay employees are relatives or family members able to influence the negotiation of the contract and business relationship.

Combating money laundering and terrorist financing

Suppliers are required to take the necessary measures to prevent their business from being used for money laundering

or terrorist financing.

Respect of competition

Suppliers are required to comply with applicable local competition laws, including the prohibition of abuse of dominant position and cartel practices.

Confidentiality

Suppliers are required to take all necessary measures to ensure the protection of professional secrecy and any other information that has been communicated in relation to the business relationship with the Brand even after the termination of the relationship with Inticom S.p.A./Yamamay.

Privacy protection

Suppliers are required to comply with regulatory and legislative requirements relating to the protection and safeguarding of personal data.

Customs authorities and security

Supplier activities must be carried out in accordance with applicable customs regulations, import bans and transshipment bans in the importing country.

International trade restrictions and sanctions

The Brand requires its suppliers to comply with the trade restrictions in force and to comply with the regulations relating to international sanctions (including related amendments and additions) and the regulations relating to export control.

Gifts and invitations

Suppliers are required to refrain from offering gifts or entertainment services to Yamamay employees, beyond what is considered reasonable by virtue of normal business relationships, in order to influence the Brand's decisions about the relationship.

Safeguarding of assets

Suppliers are required to safeguard the Brand's assets and resources and in particular to respect the Brand's intellectual property rights and those of third parties, and ensure that such rights are respected by subcontractors.

Public statements

Suppliers undertake to use extreme caution in public statements, including on the Internet and on social networks, in line with confidentiality and privacy regulations and to ensure that the contribution is not attributable to the Brand.

Transparency of information

The Brand does not tolerate falsification of documents or making false declarations concerning the conditions or practices adopted at the supplier and its supply chain. Suppliers are also required to provide clear and accurate information about the characteristics of the products and services they provide, the resources they use and their production sites.

Suppliers are encouraged to implement good practices along the production chain that promote respect for animal welfare, improve and monitor animal welfare and promote compliance with the latest and most advanced scientific standards and best practices along the supply chain.

2 Monitoring compliance

Suppliers and their respective subcontractors are required to allow Inticom S.p.A./Yamamay to conduct inspections, either directly or through third parties, to verify compliance with this Supplier Code of Conduct at any time during normal business hours.

The Brand reserves the right to assess the accordance with the principles of this Code and to periodically verify compliance by carrying out audits of suppliers and sub-suppliers, who are required to fully cooperate in order to report and/or remedy any deficiencies. In case of inspections, suppliers and subcontractors are required to grant the Brand full access to their facilities, premises, buildings and factories including employee accommodation or premises for staff use (e.g. canteens, restrooms) and to allow Inticom S.p.A./Yamamay staff (or third parties) to review documentation, take photographs and hold private interviews with management and employees, including staff indirectly involved in facility activities (e.g. canteen staff, security and cleaning).

To this end, suppliers are required to keep the necessary documents on site and make them available for consultation or to facilitate and request their collection and availability during the inspection if they are not available at the facility.

If, following an inspection, one or more non-compliance are found, the Brand reserves the right to terminate the contractual relationship with the supplier with immediate effect, or alternatively to request corrective measures to be taken within a reasonable period of time. Inticom S.p.A./Yamamay reserves the right to terminate the contractual relationship if there are unjustified delays or omissions in the adoption of corrective measures.

Please contact **CSR@yamamay.com** for any technical information/doubt.

Date: _____

Supplier's company name: _____

Supplier's address : _____

VAT Code : _____

Seal and Signature for acceptance

NOTE ON NON APPLICABILITY

Please report any points that do not apply to this Charter of Values in order to achieve greater transparency and supply chain collaboration

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