

LAFERT GROUP CODE OF ETHICS

and Business Conduct

INTRODUCTION

This Code of Ethics and Business Conduct (the “Code”) sets out the basic standards of conduct that inspire and guide the activities of all employees of Lafert Group (“Lafert Group”, “Lafert” or “we”).

This Code is not intended solely as ethical guidelines, but also as a tool to navigate an ever-changing global business landscape without deviating from Lafert’s values. It fully complies with the Group’s internal procedures and regulations and with the policies adopted by Sumitomo.

Although we expect compliance with this Code, violations of it may result in disciplinary action.

We expect third parties that interact with us to act in a way that is consistent with the values and principles set out in this Code.

OUR FUNDAMENTAL VALUES

Each employee involved in business relations on behalf of Lafert is responsible for taking care and protecting the Group’s values.

If the Code does not provide specific information about how to deal with a particular situation, the employee has to evaluate several aspects before taking action, including: the compliance with the law and internal rules of the companies, the consistency of the action to the Group’s values, to not potentially hurt the rights or activities of others, the offence against the commitment to their employees, their suppliers and the local community.

In other words, the actions undertaken must not damage the reputation and the image of Lafert.

We embrace diversity in all its forms and recognize the uniqueness of each individual.

We strive to ensure that our workplace is a safe place where anyone can thrive and feel protected and valued.

Lafert is committed to recruiting, selecting, training and promoting applicants and employees without direct or indirect discrimination based on ethnic origin, health status, skin colour, religious faith, gender, age, geographical origin, sexual orientation, gender identity, marital status, disability, neurodiversity, culture, political beliefs or any other personal characteristic, guaranteeing equal opportunities throughout the life cycle of human resources.

Lafert rejects any form of forced or involuntary labour and/or child labour. It guarantees equal rights for workers by adopting fair and sound employment practices and by committing to constantly improve the health and safety in the workplace.

Lafert practices a zero-tolerance policy towards any act of bullying, psychological, physical or sexual harassment, discrimination, intimidation, threat, offense or victimization in any workplace of the Company, whether employees or candidates, suppliers, customers or other stakeholders.

We do our best to create exceptional products, that are innovative, efficient, durable, sustainable and safe.

Our products are the result of innovation that depends on continuous search for maximum efficiency with minimal environmental impact, building step by step a long-term sustainable vision.

Our products meet or exceed legal requirements.

Lafert is continually developing and implementing programmes to ensure safety and high-quality standards of its products.

We do not advertise and/or market any product through false or misleading statements.

When Lafert products are advertised, no competitor or related products are denigrated.

We protect our assets and respect those of others.

Our ideas, technology and knowledge are vital for nurturing our future and for our ability to conduct business as well as to grow and to achieve our business objectives.



Information is a valuable asset and, as such, its security is fundamental to manage a successful and trusted business.

Lafert protects its confidential and proprietary information together with the information third parties entrust it with. Employees disclose such information only if authorized.

Lafert is committed to protecting also the privacy of all individuals. The Group observes all relevant laws and regulations and It adheres to its policies and rules whenever dealing with any personal information.

We are committed to conducting our business with honesty and integrity, in compliance with the law and according to the highest ethical standards.

Lafert takes a zero-tolerance approach to corruption and the Group is committed to implementing and enforcing effective systems to fight corruption in both the private and the public sectors.

Lafert complies with competition laws of all countries where it operates as well as trade control laws.

We value individuals and place our trust in them by assigning them responsibility adequate to their organizational role, which is why it is important we do what is possible to reflect and share our ethical standards and commitment to quality.

Public disclosures are made in full compliance with all applicable requirements and are fair, timely, accurate and understandable. All applicable laws and regulations are followed in each region where the Group conducts business including the process of the entire supply chain with Supplier Code of Ethics.

Honesty and integrity are crucial values that we uphold in all situations.

We must always act in Lafert's best interests and avoid any situation where our loyalties may be divided between Lafert's interests and our own interests, which may impair our independent judgement.

All employees have the duty to protect Lafert's assets from loss, damage, misuse and theft.

Relationships with media and public announcement are made only by designated spokespeople for Lafert.

We are an active player in the growth of our local territory, and we aspire to creating a climate of well-being for our employees and for our community.

Lafert has always supported local activities and institutions, showing its commitment to being an active participant within its community.

Lafert is always committed to local projects that can contribute to improving and supporting the social environment in which the company is embedded. The Group promotes activities to enhance urban areas in order to contribute to the cultural development of the new generations by creating positive moments of social aggregation.

THIS VERY SAME SPIRIT INSPIRES THE ACTION OF ALL LAFERT COMPANIES WORLDWIDE.

