



A.T.E. srl SUPPLIER CODE OF CONDUCT

In synergy with all the other companies of the group, A.T.E. srl issues the following Code of conduct on 05/05/2024.

By issuing this document A.T.E. srl nominates its suppliers of materials and services, consultants and other technological partners with the generic term of “supplier” or “partner”.

A.T.E. srl expects its own partners to abide by the legal standards offered by Universal Declaration of Human Rights and to strive to follow the directions included in it.

The partners must follow the main principles and promote virtuous behaviours in each of their site, in all of their activities and following the supply chain.

The joint effort of A.T.E. srl and its partners to reach achieve fundamental objectives regarding human rights, fair working conditions, sustainability and the fight against corruption is an important prerequisite to build a successful partnership in the long term.

This Code of Conduct applies to all A.T.E. srl suppliers, regardless of their location or field of activity.

A.T.E. srl expects its suppliers comply with the following rules:

- **Human rights:** A.T.E. srl expects its suppliers to follow the fundamental human rights of their employees as stated by the local and international laws. This extends to the right of association and collective bargaining, the right to dignified work and non-discrimination.
- **Child Labour:** A.T.E. srl expects its suppliers not to employ children, as defined by local and international laws.
- **Forced Labour:** A.T.E. srl expects its suppliers not to employ forced or involuntary labour.

A.T.E. s.r.l.

37068 VIGASIO (Verona) – Via dell’Industria, 2 – Tel. 045/7364500- E-Mail : ate@ate-srl.com
P.IVA/C.F.02302180233 R.E.A. 230314 – Cap.Soc. €46.800,00 i.v.



- **Wages and Work schedule:** A.T.E. srl expects its suppliers to pay their employees wages and grant benefits in compliance with at least the legal national standards or the field standard. A.T.E. srl also expects its suppliers to abide by the laws and local regulations concerning work schedule.
- **Workplace Safety and Health :** A.T.E. srl expects its suppliers to ensure a safe and healthy workplace to their employees. This also includes an adequate Safety Training, Tools and Machinery safe Maintenance, and the adoption a policy aimed to avoid of workplace injuries and illness.
- **Environmental policy:** A.T.E. srl expects its suppliers to lessen their Environmental Impact. This includes the reduction of waste and emissions, the saving of energy and natural resources and the use of eco-friendly materials and processes.
- **Corruption and fraud:** A.T.E. srl forbids fraudulent practices and behaviours, corruption, favouritism and any overall not law, field and internal regulations abiding behaviours in all the country where it works.
- **Privacy and data management:** A.T.E. srl expects its suppliers to process the personal data of the involved parties as dictated by Regulation (EU) 2016/679 and all the laws applicable, in fair and transparent way.

A.T.E. srl reserves its own right to Audit and evaluate the compliance of its suppliers by this Code of Conduct and also reserves the right to terminate any relationship with Suppliers not abiding by this Code of conduct.

STAMP AND SIGN FOR APPROVAL