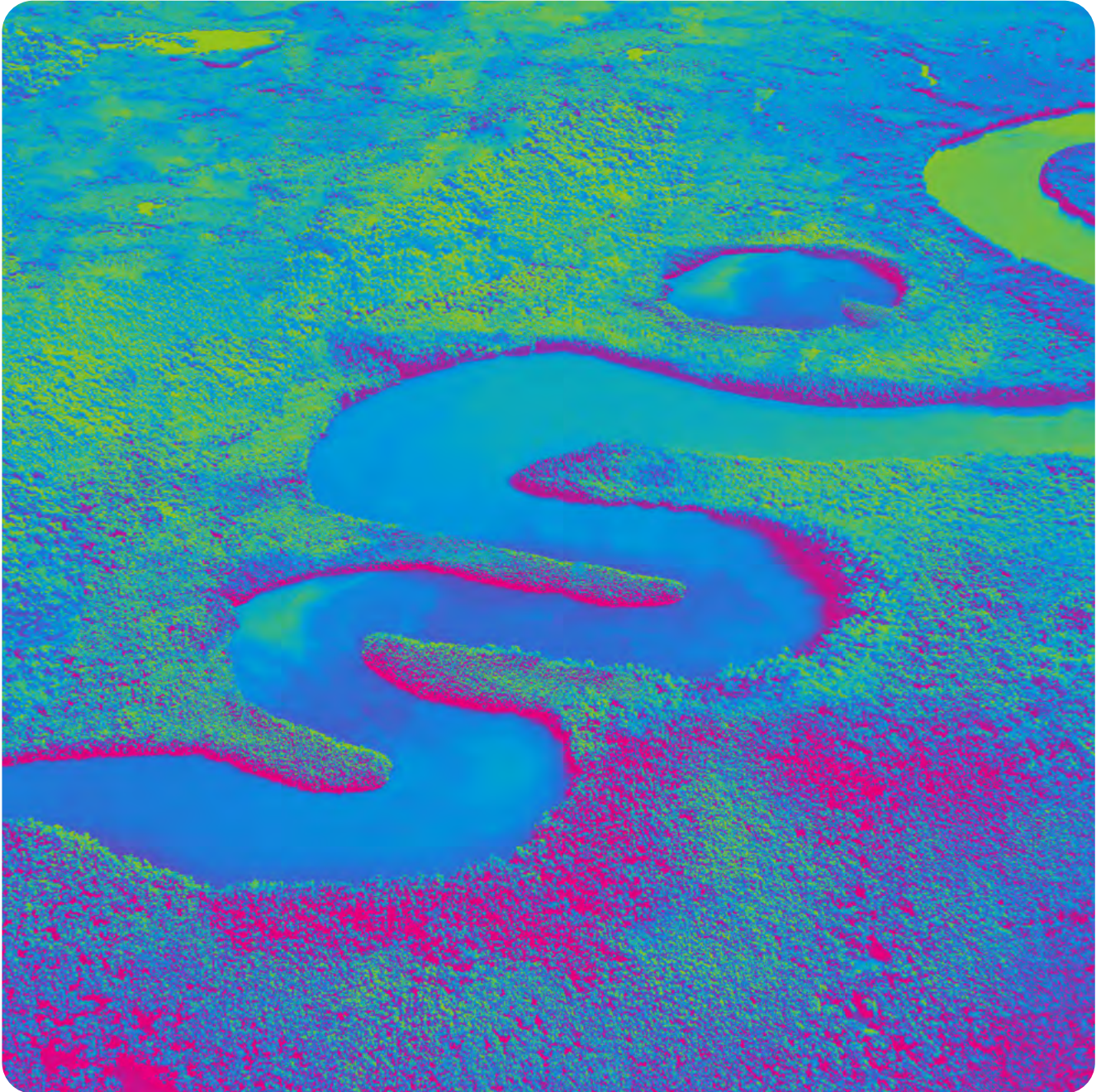


Supplier Code of Conduct

PRM.TB002.GRP | Version 0 – July 21st, 2026





1.0 FITT Group

For the purposes of this Supplier Code of Conduct, all references to “FITT Group” shall be understood as referring to the legal entities identified below, which constitute the scope of application of this document.

fitt® group	
FITT S.p.A. Società Unipersonale Via Piave, 8 36066 Sandrigo (VI) - Italy P.IVA / C.F. 00162620249	PLAST MEC S.r.l. Viale del Lavoro, 82/A 36048 Barbarano Mossano (VI) - Italy P.IVA / C.F. 03932720240
Airplast S.r.l. Via Piave, 8 36066 Sandrigo (VI) - Italy P.IVA 03157090238 / C.F. 02493560243	Claber S.p.A. Via Pontebbana, 22 33080 Fiume Veneto (PN) - Italy P.IVA / C.F. 01075570935
FITT MC S.A.M. 17 Avenue Albert II, L'Albu, 98000 - Monaco VAT No.: FR86000035559 RCI Monaco: 87S02253	FITT France S.A.S. Héliopolis Zone Industrielle de l'Anjoly, 75 Boulevard de l'Europe 13127, Vitrolles - France VAT No.: FR75317220770 - SIREN: 317220770
AGRI TUBE EXTRUSION “A.T.E.” s.a.s. 64 Rue de la Libération, 53200 Château-Gontier-sur-Mayenne - France VAT No. FR88433746260 / SIREN: 433746260	FITT Polska S.p.zoo ul. Strefowa 7, 07-100 Węgrów - Poland VAT No. PL1080010075 / REGON 142757931
FITT España Portugal s.a.u. Pol. Plaza, Ronda Feria de Muestras, 20 Naves B1-B2-B3, 50197 Zaragoza - Spain VAT No. ES50020000023384 / NIF A50601467	FITT USA Inc. 444 North Michigan Ave., Suite 1200, Chicago, Illinois 60611 - USA EIN 83-0850564
FITT Trading (Shanghai) Co., Ltd Room 525, Building 7, No. 3601 Dongfang Road, Pudong New Area, Shanghai - PRC USCC: 91310115MA1H72FA5H License No.: 15000002202608110005	



2.0 Introduction

In FITT Group's vision, being a responsible company means transforming its business model to achieve an ideal balance, with the objective of creating economic value and having a positive impact on the planet and on people's lives.

Corporate responsibility requires FITT Group to strike a balance between Environment, Social and Governance.

This Code of Conduct provides the foundation for our continuous collaboration with our suppliers on their ethical, social, and environmental performance.

FITT Group's suppliers play a central role in the mission to develop more sustainable and responsible business practices. As such, we expect our suppliers to also run their operation in a responsible way and to manage adverse impacts on human rights, environment and anti-corruption within their business.



3.0 Our expectation

Suppliers undertakes to respect in all areas the laws and regulations in force in all of the countries in which it operates and/or sells. When legislation is lower than the international standards outlined below, suppliers are still required to converge to the latest.

Moreover, we expect our suppliers to ask their respective suppliers to demonstrate responsible business conduct in relation to social, environmental, and economic sustainability too.



4.0 Supplier Responsibilities

4.01 Human Rights including Labour Rights

Concerning Human Rights including Labour Rights, Suppliers shall:

- not use illegal child labour with reference to the national legislation applicable. The employment of young workers below the adult age shall only occur when young workers are above a country's legal age for employment.

In this case a specific induction training for workers is necessary;

- pay workers according to applicable wage laws, overtime hours and benefits. Working hours for employees shall not exceed the maximum set by national law;
- not use forced, involuntary or slave labour;
- not obstruct employee representation and commit to dialogue with employees and workers representatives in accordance with local laws;
- provide equal employment opportunities to all employees and applicants without discrimination.

The responsibility to respect human rights refers to internationally recognized human rights contained in the International Bill of Human Rights. All human rights should be the subject of periodic review.

4.02 Health and Safety

H&S is a top priority for all employees and is fundamental to strive and ensure a safe, good, and healthy working environment.

Suppliers shall:

- provide a secure and healthy working environment for all their workforce;
- develop and implement effective health and safety management systems;
- identify, label, and manage hazardous substances, chemicals, waste, and other materials posing danger to humans or the environment, to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.



5.0 Environment and Sustainability

We expect our suppliers to support this responsibility by offering sustainable solutions, services, and products throughout the entire supply chain and to implement proper environmental management systems where applicable.

Suppliers shall not only comply with all environmental laws and regulations, but also implement measures contributing to the protection of the environment. Therefore, they should strive to minimize the adverse environmental impact of their products and services.

The Suppliers shall promote where applicable the development of technologies limiting CO₂ emissions as well as energy saving and recycling solutions including logistic strategies with the same goal to minimize environmental impact.

Suppliers shall seek to reduce and optimise water consumption in their operations and throughout the lifecycle of their products.



6.0 Anti-Corruption / No Corruption & Bribery

Suppliers shall prevent and fight all forms of corruption, bribery, extortion and improper advantage, and comply with all applicable laws pertaining to these issues.

Suppliers should not, directly or indirectly, offer, promise, give, demand or accept any bribe or other undue advantage, to FITT Group employees, public officials or other private or public actors, with the intention to obtain or retain business or any other improper advantage.

Suppliers should develop and adopt adequate internal controls, ethics and compliance programmes or measures for preventing and detecting bribery. These may include promoting employee awareness of the company policies against bribery and, in compliance with the applicable national legislation, a system of financial and accounting procedures, reasonably designed to ensure the maintenance of fair, transparent and accurate books, records, and accounts.



7.0 Responsible Supply Chain Management

7.01 Supply Chain ESG Assessment

FITT Group periodically assesses the Environmental, Social and Governance (ESG) performance of its suppliers through its Supplier Assessment process and related evaluation tools, as part of its commitment to responsible and sustainable supply chain management.

By accepting this Supplier Code of Conduct, the Supplier acknowledges and agrees to participate in FITT's ESG assessment process and to provide complete, accurate and timely information, together with any supporting documentation reasonably requested by FITT.

Unless otherwise agreed or required by applicable laws or specific contractual arrangements, suppliers may be requested to complete the ESG assessment approximately every two (2) years or whenever significant changes occur that may affect their ESG performance or risk profile.

Where the assessment identifies gaps, risks or areas for improvement, the Supplier undertakes to cooperate with FITT Group in defining and implementing an appropriate corrective action plan within the agreed timeframe. FITT Group may monitor the implementation of such actions and request periodic updates to verify progress.

Failure to participate in the assessment process, refusal to provide the requested information without justified reason, failure to implement agreed corrective actions, or persistent lack of improvement may be considered a breach of this Code of Conduct. In such cases, FITT Group reserves the right, taking into account the nature and severity of the issues identified, to suspend, reduce or terminate the business relationship.

7.02 Responsible Supply Chain Principles and International Standards

FITT Group, as an international company, is committed to conducting its business in accordance with internationally recognized principles and standards on human rights, labour, environmental protection, ethical business conduct and responsible corporate governance.

This Code is based on the following internationally recognized frameworks and principles:

- The Universal Declaration of Human Rights (UDHR) of the United Nations.
- The United Nations Guiding Principles on Business and Human Rights (UNGPs).
- The United Nations Global Compact (UNGC).
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, including the ILO Core Conventions.
- The Paris Agreement on Climate Change and subsequent international climate commitments adopted under the United Nations Framework Convention on Climate Change (UNFCCC).

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- The United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs).
 - The Rio Declaration on Environment and Development and its environmental principles.
 - Regulation (EU) 2020/852 (EU Taxonomy) and other applicable European Union environmental and sustainability legislation.

FITT Group expects its suppliers to operate in accordance with internationally recognized principles of Responsible Business Conduct and to implement appropriate due diligence processes to identify, prevent, mitigate and remediate adverse impacts on human rights, labour conditions, the environment and business integrity throughout their operations and value chain.

FITT Group believes that responsible supply chain management is built on collaboration, transparency and continuous improvement. The purpose of the ESG Supplier Assessment is to support suppliers in progressively strengthening their sustainability performance and to contribute to building a more resilient, responsible and sustainable value chain.

FITT is an international group founded in Italy in 1969 that designs and manufactures hoses, systems, and solutions made of thermoplastic materials - featuring a high level of innovation and a reduced environmental impact - for the conveyance of liquid, gaseous, and solid substances in the domestic, professional, and industrial sectors.