



ETHICS & INTEGRITY

Cromatos, aims to behave in accordance with the principles of legality, loyalty and correctness. All those who work in the name and / or on behalf of Cromatos comply with the company procedures and the applicable laws and regulations.

- ☛ The Company attaches the **utmost importance to the human resources** who work within the company, considering them **essential** for the conduct of their business.
- ☛ It pursues the goal of satisfying its customers by providing them with quality products at reasonable prices, ensuring the use of materials and substances that **comply with** the law provisions.
- ☛ It also undertakes to avoid **business relationships** with customers or potential customers whose involvement in illegal activities is known or suspected.
- ☛ It selects agents and distributors inspired by **professionalism, integrity, transparency and impartiality** criteria.
- ☛ It requires suppliers to apply the same principles and refrain from discriminating, abusing or coercing to the **detriment of workers** and that they comply with mandatory legislation.



DATA PROTECTION

Cromatos undertakes to **protect information** relating to its employees and third parties, generated or acquired internally and in business relationships, and to **avoid any misuse** of this information.

Without prejudice to the **prohibition to disclose** information relating to the organization and production methods of the company or to use them in such a way as to be prejudicial to it, every employee of Cromatos will have to:

- ☛ Acquire and process only the data **necessary and appropriate** for the purposes of their work;
- ☛ Keep the data in such a way as to prevent **unauthorized** others from becoming aware of it;
- ☛ Make sure that there are no absolute or relative constraints on the **disclosure** of information regarding third parties connected to Cromatos by a relationship of any kind and, if necessary, obtain their **consent**.

ETHICAL CODE

The Cromatos Organization, Management and Control Model is based on the **Ethical Code**; an **essential element** of the company that summarizes Cromatos' commitment to lawful conduct and work ethics.



Legislative Decree 231/2001 is the **basis of principles and rules** that Cromatos Board of Directors has defined in the Ethical Code, the **essential objective of which is to create additional value** from the point of view of **ethics and professional fairness**, for all stakeholders such as: customers, employees, agents, banks, suppliers, public administration, authorities that supervise the work, local communities and civil society in general.

Our model takes shape thanks to the principles of the **UN Global Compact**, namely: **values and universal ethical cornerstones**, written by the UN of international inspiration.



RIGHTS PROTECTION

Cromatos is committed to develop skills and competences of each employee. It offers to all workers same job opportunities, ensuring that everyone could enjoy **fair** treatment based on **merit** criteria, without **any discrimination**.

The functions responsible for personnel management must therefore:

- ☛ Provide for the selection, hiring, training, remuneration and management of employees **without any discrimination**;
- ☛ Support a work environment in which personal aspects cannot give rise to discrimination. Cromatos will intervene to prevent **abusive or defamatory** interpersonal attitudes and requires that no psychological **harassment** could take place, such as the creation of an intimidating, hostile or isolating work environment towards individuals or groups of workers.
- ☛ Cromatos does not allow sexual harassment, meaning as such for example:
- ☛ The acceptance of sexual favors in exchange for improvements relevant to the recipient's working life;
- ☛ Proposals for private interpersonal relationships, conducted despite an expressed or reasonably evident dislike.



HEALTH & ENVIRONMENT PROTECTION

As part of its activities, Cromatos is committed to guarantee the **well-being** of the community in which it operates, pursuing the objective of guaranteeing the **safety and health** of employees, external collaborators, customers and all the parties involved in the activities themselves and to reduce the **environmental impact**. Research and technological innovation must be dedicated in particular to the promotion of products and processes that are increasingly **compatible** with the environment and characterized by increasing attention to the safety and health of operators. In this regard, Cromatos constantly updates the **Risk Assessment Document** and the related legal requirements are correctly applied. Cromatos has also adopted a company management system in accordance with the provisions of the **ISO 14001** standard, an international standard that specifies the requirements of an environmental management system, as well as the **ISO 45001** standard which establishes the principles relating to health and job security. Cromatos requires each employee to personally contribute to maintain the work environment respectful of the sensitivity of others.



FIGHT AGAINST CORRUPTION

In full compliance with its roles and functions as well as with a spirit of **maximum collaboration**, Cromatos maintains relations with the guarantor and supervisory authorities based on criteria of maximum **clarity, correctness, transparency and professionalism**. In particular:

- ☛ Condemns any conduct consisting in promising or offering directly or indirectly money or other benefits to Italian or foreign Public Officials and / or Public Service Officers, from which an **interest or advantage** may be obtained for the companies themselves;
- ☛ Likewise, it prohibits the acceptance of any request by a Public Official / Public Service Officer, of undue inducement to give or receive for the same or for other money or other benefits in exchange for the services requested.
- ☛ Prohibits to allocate to purposes other than those for which contributions, subsidies or loans obtained by the State or other public body or by the European Communities have been granted, even of modest value and / or amount;
- ☛ Condemns any behavior aimed at obtaining funding, by the State, the European Communities or other public body, on the basis of false declarations.