Code of Conduct

for

Business Partners

Erede Parsi Silvio
azienda agricola troticoltura

General Requirements

Introduction

Ensuring responsible and sustainable feed for the growing global population is a top priority for Azienda Agricola Troticoltura Erede Rossi Silvio. Our team and activities operate in accordance with the Employee Code of Conduct (CoC), supported by dedicated policies and processes.
We understand that achieving our purpose depends on collaboration with our business partners. For this reason, this Code of Conduct outlines our expectations in terms of sustainability, compliance, and integrity. In case of any significant changes that may affect a business partner's compliance with the Code of Conduct, Azienda Agricola Troticoltura Erede Rossi Silvio must be promptly informed.
If a business partner fails to comply with the Code of Conduct, Azienda Agricola Troticoltura Erede Rossi Silvio may take corrective actions, including the possible termination of the business relationship.

The conditions for purchasing termination include:
– The ingredient producer has their own Code of Conduct, but it does not cover the requirements of the Standard;
– The ingredient producer has developed implementation measures to meet the CoC requirements, but has not scheduled them according to an agreed timeline;
– The ingredient producer's suppliers (i.e., raw material suppliers) have not declared compliance with the 'Code of Conduct for Business Partners'.

Azienda Agricola Troticoltura Erede Rossi Silvio encourages open dialogue regarding the Code of Conduct and expects all business partners to actively work to resolve any non-compliance.
Partners shall grant Azienda Agricola Troticoltura Erede Rossi Silvio the right to conduct audits, with reasonable prior notice and during working hours, to verify compliance with the Code's requirements.
They also agree to provide full support to Azienda Agricola Troticoltura Erede Rossi Silvio (and its consultants) to access the information required during audits.

Legal Compliance

- Business partners are required to comply with all applicable laws and regulations governing their operations.
- They must also observe current trade sanctions and regulations. Azienda Agricola Troticoltura Erede Rossi Silvio does not accept materials or services from individuals, entities, governments, or countries that violate such sanctions.

- Azienda Agricola Troticoltura Erede Rossi Silvio maintains a zero-tolerance policy toward corruption. Business partners must not engage in corrupt practices, including bribery or illegal payments, and must adhere to Azienda Agricola Troticoltura Erede Rossi Silvio's standards regarding gifts and hospitality for employees and representatives, as outlined in the Code of Conduct.
- Azienda Agricola Troticoltura Erede Rossi Silvio supports fair competition. Business partners must compete ethically and comply with antitrust and competition laws in their respective countries. Illegal practices such as price fixing, market allocation, or abuse of dominant positions are strictly prohibited.
- Business partners are required to immediately report any potential conflict of interest, either before initiating a partnership with Azienda Agricola Troticoltura Erede Rossi Silvio or during the course of the business relationship.
- Business partners must not provide any financial or other support to political parties or candidates with the intent of influencing transactions with Azienda Agricola Troticoltura Erede Rossi Silvio.
- They must comply with all applicable privacy and data protection laws and regulations when collecting, processing, storing, transmitting, and deleting personal data, ensuring the protection of privacy expectations of stakeholders and maintaining appropriate data security standards.

Human Rights

- Business partners must comply with local laws and regulations regarding wages, working hours, and ensure full legal compliance with applicable labor laws.
- The use of child labor by business partners is strictly prohibited.
- Business partners must promote equal opportunities and prevent all forms of workplace discrimination.
- Forced, prison, or bonded labor must not be used, nor should corporal punishment or any form of physical or psychological coercion be applied as a disciplinary method.
- Business partners must respect workers' rights to freedom of association and the right to join a union or engage in collective bargaining, where legally permitted.
- Where relevant, business partners must engage responsibly with indigenous and tribal communities in the areas where they operate, in order to manage any significant social impacts caused by their activities.

Labour Practices

- Business partners must ensure that all working, rest, dining, and, where applicable, housing areas are safe, healthy, and clean. They must also implement and follow specific procedures to ensure the health and safety of employees.
- Business partners must adopt transparent disciplinary procedures that are applied in a progressive and objective manner, always ensuring the dignity and respect of workers. Wage or benefit deductions as a disciplinary measure are not permitted.
- Business partners must always have a health and safety policy accessible to all employees, if required by local laws.
- Business partners must continuously strive to minimize accidents and risks in the workplace, ensuring a safe and healthy working environment.
- Business partners must guarantee a work environment free from harassment and disrespectful behavior.
- They must ensure that all employees receive, understand, and accept a written contract in their native language, outlining the terms and conditions of employment, before the start of their working relationship. Contractual transparency must be guaranteed.
- Business partners must feel free to raise any concern regarding the operations of Azienda Agricola Troticoltura Erede Rossi Silvio.
- Business partners must have a grievance mechanism in place, known to employees, for responsibly handling complaints. The reporting procedures must be clearly communicated to workers, ensuring protection against retaliation for those who raise concerns in good faith.

Environment

- Business partners must comply with all applicable environmental laws and regulations.
- They must ensure the efficient and sustainable use of resources and strive to minimize their negative impact on biodiversity, climate change, and water scarcity.
- Business partners must manage waste responsibly, implementing measures to reduce, reuse, or recycle as much as possible.
- Effluents (industrial wastewater) must be managed in accordance with current laws and permits, ensuring that there is no contamination of surface or groundwater.

- Business partners are committed to improving energy efficiency and increasing the share of energy derived from renewable sources, by identifying and implementing more sustainable practices and phasing out inadequate ones within a reasonable timeframe.
- They must also engage responsibly with local communities, managing the social impacts of their activities and implementing procedures to monitor and reduce those impacts.

Product Safety

All products and services supplied to Azienda Agricola Troticoltura Erede Rossi Silvio must be safe for their intended use. Business partners must provide the required safety data for any hazardous substances used and submit this information to Azienda Agricola Troticoltura Erede Rossi Silvio when necessary.

Product Characteristics

If applicable, business partners must declare the presence of genetically modified organisms (GMOs) or GMO-derived ingredients in any product supplied to Azienda Agricola Troticoltura Erede Rossi Silvio, as well as the presence of active antibiotic compounds or other medicinal additives.

Record Keeping

Business partners must maintain accurate, complete, and up-to-date records of their business activities with Azienda Agricola Troticoltura Erede Rossi Silvio, retaining them in accordance with applicable laws.

Supply Chain Responsibility

Business partners must communicate the requirements set forth in this Code of Conduct to their entire supply chain.

Code of Conduct Acknowledgement

The undersigned declares that the respective Business Partner:

- will be open and transparent and will engage in free dialogue regarding potential challenges in meeting the requirements of this Code of Conduct.
- confirms that, should any non-compliance be identified through internal audits, grievance mechanisms, or external audits, appropriate corrective actions will be taken.
- is aware that Azienda Agricola Troticoltura Erede Rossi Silvio considers compliance and willingness to implement corrective actions, when necessary, as a criterion in the selection of Business Partners. Moreover, business relationships may be terminated due to non-compliance with this Code of Conduct for Business Partners or lack of willingness to cooperate in corrective actions.
- commits to communicating the same expectations and requirements described in this Code of Conduct to its own suppliers and business relations.
- commits to collaborating with the UoC by providing all necessary information to carry out due diligence on the purchased product and the raw material used in its production.

Erede Rossi Silvio
azienda agricola troticoltura

The authorized signature below is that of a representative with authority to act on behalf of our company.

Name of the Business Partner:

Address:

Date:

Name of the Representative:

Signature: