Code of Conduct for Suppliers

Cartiere del Garda

July 2026

Cartiere del Garda is committed to conducting business ethically, responsibly, and sustainably. As a supplier to Cartiere del Garda, you are expected to adhere to the following principles and standards in all aspects of your operations:

1. Compliance with Laws and Regulations

- Comply with all applicable laws, regulations, and industry standards including those related to environmental protection, labor practices, health and safety in the countries where you operate.
- Ensure that your products and services meet all legal requirements regarding safety, quality, and environmental standards.

2. Ethical Business Practices

- Conduct business with integrity, honesty, and transparency, avoiding bribery, corruption,conflicts of interest and comply with applicable trade sanctions programs.
- Avoid engaging in bribery, corruption, or any form of unethical behavior including any conducts which may contravene antitrust or competition laws.
- Undertake to implement appropriate policies and programs to ensure compliance with these laws.
- Respect intellectual property rights and safeguard confidential information obtained during the course of business.

3. Labor and Human Rights

- Respect the fundamental human rights of all individuals, including but not limited to the prohibition of child labor, forced labor, and any form of involuntary servitude.
- Provide a safe and healthy working environment for your employees, ensuring compliance with applicable laws on compensation, hours of labor, occupational health and safety regulations and nondiscrimination.
- Uphold freedom of association and the right to collective bargaining.

4. Environmental Sustainability

- Minimize environmental impacts associated with your operations, products, and services.
- Adhere to sustainable forestry practices, promoting responsible sourcing and management of forest resources.
- Strive to reduce energy consumption, emissions, waste generation, and water usage throughout your operations. Promoting sustainable practices, conserving resources, and responsibly managing raw materials.

5. Social Responsibility

- Contribute positively to the communities in which you operate by supporting social development initiatives and respecting local cultures and customs.
- Ensure fair labor practices, including providing fair wages, reasonable working hours, and adequate benefits to your employees.
- Promote diversity, inclusion, and equal opportunities within your workforce.

6. Transparency and Communication

- Maintain open and transparent communication with Cartiere del Garda regarding your business practices, policies, and performance.
- Promptly inform Cartiere del Garda of any significant changes or incidents that may impact the supply chain or the fulfillment of contractual obligations.

7. Quality and Product Safety

- Deliver products and services that meet agreed-upon specifications, quality standards, and safety requirements.
- Implement quality management systems to ensure consistency, reliability, and continuous improvement.

8. Subcontractors

Ensure that subcontractors understand and comply with the requirements of this Code.
Suppliers shall in any case remain liable for the acts and omissions of any such subcontractors.

9. Continuous Improvement

- Continuously strive to improve your performance in terms of ethics, sustainability, and social responsibility.
- Implement mechanisms for monitoring, evaluating, and addressing compliance with this Code of Conduct within your organization.

Adherence to this Code of Conduct is a requirement for maintaining a business relationship with Cartiere del Garda and any of its affiliates. Failure to comply may result in the termination of our partnership.
By supplying products or services to Cartiere del Garda or any of its affiliates, you acknowledge your commitment to upholding these principles and standards and agree to abide by the requirements outlined in this Code of Conduct.
Cartiere del Garda reserves the right to periodically review and update this Code of Conduct to ensure its continued relevance and effectiveness.
Date: [Date of issuance]

Signature: _____
[Supplier Representative]
[Company Name]
[Address]
[Contact Information]